

# **Our Commitment to Anti-Racism, Diversity, Decolonization, and a Collaborative Community**

The Nelson Museum, Archives & Gallery acknowledges the legacies of racial oppression, violence and exclusion that are a part of our history and shape our current world. We are committed to supporting the dismantling of structures that perpetuate racist and social inequities through actions - both immediate and future - to direct our organization, its resources and programming, to drive positive change.

We unequivocally believe that Black and Indigenous lives matter, and oppose racism against Black, Indigenous and all people of colour as well as discrimination in all forms against 2SLGBTQ+ people, and those with stigmatized identities and disabilities. We support the fight for racial equity and social justice, and are committed to representativeness, inclusion, and access. We will work to disassemble the practices, behaviors and structures that perpetuate and prolong systemic racism within our organization and the arts and culture sectors.

At the Nelson Museum, Archives and Gallery, we believe that the connection to art, history, and land is fundamental to the health and success of our community. We understand our role in preserving our past and our responsibility to our community, especially our next generation, to listen and learn, adapt to new information, and present the most inclusive picture of history.

This work includes the evolution of museum narratives, archival and collection practices, curatorial work, programming, general operations, and board governance. We are guided by the Truth and Reconciliation Commission of Canada's Calls to Action, the United Nations Declaration on the Rights of Indigenous Peoples and The First Nations Principles of OCAP as well as the Memorandums of Understanding with the Sinixt Confederacy, the Ktunaxa Nation, and the West Kootenay Metis Association. We are a certified Rainbow Registered organization, administered by Canada's 2SLGBTQI+ Chamber of Commerce. We will continue to listen and learn from those that we serve, with mindful inquiry at our core and our community in our hearts.

Building an equitable organization takes time, investment, and ongoing work. The Nelson Museum commits staff, volunteers and Board of Directors to advancing racial and social equity and equality, now and for the future.

We thank the Art Gallery of Alberta for sharing some of the language from their Anti-Racism and Equity statement with us.

The Board, staff, and volunteers of the Nelson Museum, Archives & Gallery

*Adopted by the NMAG Board of Directors, March 2022*

*Amended July 2024*