



The Board of Directors of the AAO would like to share the following message with AAO members:

- The AAO expresses solidarity with and support for the Black Lives Matter global movement
- The AAO condemns police brutality, abuse, and discrimination against Black and Indigenous people in Canada and beyond
- The AAO is committed to supporting BIPOC archivists, information workers, and students in their professional development
- The AAO is committed to carefully examining how our own internal structures reflect and contribute to white supremacy
- The AAO will provide resources to help our membership combat white supremacy in their institutions and in their personal lives
- The AAO acknowledges that archival structures and work are inherently colonial in nature and often silence and subjugate BIPOC individuals, communities, and histories
- The AAO acknowledges that the archival profession is dominated by white voices and that archival organizations like the AAO need to advocate for the following:
  - Improved access to and financial support of archival education for BIPOC students
  - Equitable admission processes for graduate school programs
  - Critical examination of archival descriptive practices to address white hegemony
- We acknowledge that statements are not enough and must be followed by action
  - We have committed to the following action items:
    - We will facilitate anti-racism and anti-bias training at no cost to all AAO members, member institutions, volunteers, and Board members during the 2020-2021 year
    - We will change the terms of the Shirley Spragge Bursary Program to prioritize self-identified BIPOC individuals
    - We will prioritize the discussion of anti-racism action in the workplace at the annual Institutional Development Committee's (IDC) Institutional Members' Symposium.
    - We will create and maintain a [public webpage](#) on the AAO website providing educational resources relating to anti-racism and decolonization.
    - We will provide safe spaces and networking opportunities for traditionally marginalized groups in our profession to connect and meet (virtually and in-person) facilitated through the Professional Development Committee (PDC).



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To share your thoughts, concerns, or suggestions with the Board of Directors, please contact [aao@aao-archivists.ca](mailto:aao@aao-archivists.ca) or [president@aao-archivists.ca](mailto:president@aao-archivists.ca)

Sincerely,  
The AAO Board of Directors