

Building Good Working Relationships with Emerging BIPOC Writers

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MagsWest

March 1, 2019

This wishlist is to help you to identify your goals and intentions with building good relationships with emerging BIPOC writers. After going through the list of intentions and goals, you may find it useful to list them according to what column you've checked so you can acknowledge what work you're already doing, what you intend to do, and what can wait until the time or opportunity presents itself.

I intend to...

	<i>I'm already doing this</i>	<i>On my wishlist</i>	<i>I can't now, but soon.</i>
explore my own heritage, identity and relationship with colonialism			
do more reading and learning around what it means to be Black, Indigenous and a person of colour in Canada			
spend time examining my own prejudices, biases, attitudes and fears around race and identity			
spend time in a community outside of the spaces I feel most comfortable in			
attend an event where BIPOC emerging writers are featured			
reach out, either in email, social media, or in person, to an emerging writer and offer to share knowledge			
introduce an emerging writer to someone who could benefit them			
celebrate and champion the work of a BIPOC writer without expectation of a return			
start a conversation about inclusion at my organization, or continue to make spaces for those topics			
help my organization craft a mission/vision statement and/or to revisit existing statements			
initiate a "diversity audit" of my current projects and organizations I'm involved in			
to create an opportunity for an emerging writer to perform or publish their work (and be paid for it!)			
step down from one of my roles and suggest that it be given instead to an underrepresented writer*			
help remove a barrier for an emerging writer who is struggling to create in a safe and healthy environment			

Thank you for your commitment!

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How Inclusive is it? A Checklist for Organizations and Publications

Name of the Organization/Publication:

Location:

Checklist Items	Yes, it does! (2 pts)	Yes, but could improve (1pts)	Can't tell/can't find info (0 pts)	No (-1 pts)
Is there a mission/vision statement?				
Does the vision/mission statement mention anti-racism, inclusivity, diversity and reconciliation?				
Is there a land acknowledgement?				
Does the staff appear to include individuals from many backgrounds?				
Are the stories, perspectives and experiences of BIPOC writers and artists included?				
Are the stories and perspectives of BIPOC writers and artists featured prominently?				
Are there a range of perspectives and experiences included (i.e. more than one community or ethnicity)?				
Are the books/works of BIPOC writers reviewed or discussed?				
Do the advertisements appeal to a range of backgrounds and identities?				
Is the work of both emerging and/or established writers included?				
For publications: Is it easy to find payment and submission information?				
Is it easy to find information about becoming involved with the organization?				
Does the organization partner and collaborate with others?				

Total Score

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