

Rolla Skate Club Anti-Racism Action Plan

Last Updated: February 2021

This is a live working document, updated periodically.

We understand:

- That we operate on the traditional, ancestral, unceded and stolen territory of the Skwxwú7mesh (Squamish), Stó:lō (Stolo), Səlíl̓wətaʔ/Selilwiltah (Tseil-Waututh) and xʷməθkʷəy̓əm (Musqueam) Nations.
- That rollerskating as we know it was developed by Black people and appropriated by white people without acknowledgement or widespread recognition.
- That as a white woman-owned business, we benefit from societal structures (systemic racism and white supremacy) that perpetuate economic disparity. We are privileged and we must do real work to lift up and protect others in an active and continued way.
- That it is important for marginalized groups to see themselves represented in media, positions of influence, and the workplace. Playing fields do not need to be level at this time; they need to tilt in the favour of BIPOC (Black, Indigenous, People of Colour) as a means of repairing damages done and continued harm faced in today's society.
- That privilege leads to blank spots in experience, which in turn leads to unconscious bias and lack of understanding.
- That equity must be prioritized; acting from a needs-based standpoint rather than assuming everyone's needs are uniform and fixed.

As such we remain committed to the following action areas.

REPRESENTATION IN MEDIA

- Rolla Skate Club's social media feeds (currently: Facebook, Instagram, emailed newsletters) strive to regularly include imagery and stories featuring BIPOC skaters locally and in the wider rollerskating community.
- We seek to celebrate the voices and stories of Black and Indigenous creators and influencers, and will amplify their content with appropriate attribution.
- We will share anti-racist resources and content created by experts in order to help educate and improve our community.
 - 'Experts' refers to folks with lived experience. This choice was made contrary to colonial understandings of expertise, which place it only within

realms of credentials or certifications. At Rolla Skate Club, we maintain that lived experience is expertise.

- We will include land acknowledgement in our website, social media, and email signatures.
- We will ask our community to share with us profiles of BIPOC folks whom they follow, and whom we can learn from, collaborate with, and amplify on our media platforms.

REPRESENTATION IN THE WORKPLACE

- Rolla skate club strives to practice equitable employment.
- In our hiring process, applicants are evaluated intersectionally. If they voice marginalized identity markers, systemic barriers will be taken into consideration. Applications with impressive and thorough experience will be evaluated alongside applications with limited experience but other attractive qualities like passion, enthusiasm, certifications, and more. Interviews will be given to a range of applicants.
- When inviting job applications from our known community of contacts, we will ensure that if a white person has been invited to apply, at least one qualified BIPOC will also be invited to apply.
- Hiring decisions made past an interview stage will consider intersectional diversity as an important factor when deciding between two or more qualified candidates.
- Rolla Skate Club Certified Instructor course fees will be reduced for qualified BIPOC to encourage diversity in our workplace and leadership roles.
- We will actively seek out BIPOC instructors for guest coaching roles.
- Rolla Skate Club acknowledges that inclusion is insufficient when marginalized folks are invited into a space that previously did not include them and has not since evolved. Rolla Skate Club commits to an ever-evolving work environment that encompasses the experiences and desires of QTBIPOC staff.

WORKPLACE TEAM AWARENESS AND SENSITIVITY

- All new employees and contractors will read and sign off on this document prior to working a first shift. Updates and edits will be disseminated to everyone. This document will be available to all team members via our shared Google Drive.
- Our culture encourages all team members to: support one another in personal growth; learn about anti-racism individually, as well as from and with each other; work to be open-hearted and humble, learn from our mistakes; and to understand individual and collective positions of privilege or struggle.

- All non-BIPOC team members are encouraged to participate in Rachel Cargle's 30 Day "Do The Work" education program.
- Leadership will continue to share other anti-racism resources with the team; team members are encouraged to also share useful resources that they come across through our internal Slack communications channels

EDUCATION AND REPRESENTATION IN OUR PRODUCTS

Rolla Skate Club's "products" include rollerskating classes in person, live public events, private rollerskating events, virtual rollerskating education hub & classes ("Rolla Skate Club Online"), virtual rollerskating instruction, and instructor training. Additional free community "products" include our social media feeds and Facebook community groups.

In all of the above we will continue to find and create opportunities to educate participants about the Black history and culture of rollerskating, the history (and current state) of rollerskating as a tool used by white folks in civil rights abuses and discrimination against Black communities, and our place in this culture as a white-owned business.

REPARATIONS

Rolla Skate Club acknowledges recreation as an element of self care. Moreover, rollerskating is a particularly joyful, community-oriented form of recreation. Systems of oppression create gaps in access to activities like rollerskating, and it is our responsibility as a white-owned business to counter this dynamic. This is why we have created Reparations programs, in solidarity with Black and Indigenous folks in recreation and beyond.

- We will make rollerskating more accessible to Indigenous people, so that they may participate in recreation of their choice on colonized, stolen land. Currently we sponsor youth through Urban Native Youth Association for free rollerskating programs (currently on hold due to COVID as of March 2020). As of September 2020, we have developed a program to allow for reduced or free rates for adult Indigenous skaters, in partnership with Bad Bounce Skate Alliance.
- We have developed a program (as of September 2020) for interested Black people to try rollerskating so that they can participate in an activity appropriated from their own culture, at reduced or free rates.
 - We have established a "Rollas Helping Rollas" program. Members can elect to add funds to their monthly memberships to go into the program. Rolla Skate Club matches this dollar for dollar, and applies towards free or reduced cost rollerskating programs or memberships for BIPOC skaters.

We work with Bad Bounce Skate Alliance to recruit skaters for this program.

- As stated above under “Workplace”: Rolla Skate Club Certified Instructor course fees will be reduced for qualified BIPOC to encourage diversity in our workplace and leadership roles, as well as ongoing inclusion as we diversify the workforce.

COMMUNITY ENGAGEMENT AND ACTIONS

- Rolla Skate Club will provide resources and logistical and/or financial support (“Sponsorship”) within our means to organizing groups who wish to tie rollerskating to actions, events, or campaigns designed to support BIPOC or promote Anti-Racism.
- Current and past support has included the following organizations: Urban Native Youth Association, Mothers Matter, Wish Drop-In Centre, Downtown East Side Women’s Centre, Black Lives Matter Vancouver, Big Sisters of BC and Lower Mainland, Bad Bounce, FUBAR: Friends United Beyond All Race.
- When seeking out organizations to support through our Org of the Month program or when being invited to support an organization, Rolla Skate Club will evaluate the opportunity or request through the lens of how our proposed support will directly positively impact BIPOC people or causes related to marginalized racial groups.
- Rolla Skate Club has a visible feedback option on our website (contact form on main home page), and request that community members hold us accountable.
- Rolla Skate Club will employ an ethic of non-retaliation for staff who make efforts to hold us accountable, so they need not fear repercussions for approaching us with feedback and/or suggestions.

If you would like to ask questions or provide feedback about anything in this document, please email us: [hello @ rollaskateclub.com](mailto:hello@rollaskateclub.com)