

Voices for Change: Creating a provincial BIPOC Youth Forum to support organizational change

• F O U N D R Y •

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Introduction

In 2020, Foundry embarked on the journey of anti-racism

In Canada, there is longstanding evidence of health inequities for racialized groups. Structural racism exists in the policies and practices in the Canadian public health system and other sectors, and is a significant contributor to the health disparities for Indigenous and Black youth. Youth rallied for anti-racism change within Foundry, during the re-emergence of the Black Lives Matter movement in 2020. To address their calls for action, Foundry undertook an anti-racism organizational assessment which included creating a dedicated space for youth, the Anti-Racism Organizational Change Youth Forum (AROC-YF). Youth gathered to discuss race anti-racism, advocate for equity within the health system, and collectively prioritize areas for change in Foundry. Their insights are guiding changes within Foundry.



What have youth shared about their experiences in AROC?

"I recently had the opportunity to join Foundry's anti-racism youth group and I am so grateful for the friendships I have made and the amazing things I've learned. Going to school in a mostly white town and being Black can mean I feel like no one relates, but here I feel welcomed."

"The Foundry AROC event was incredible! I can't wait to share everything we did together with my school. I made connections with people that I never would have otherwise and shared things with people who were complete strangers just earlier. This has been a phenomenal experience for me. All the amazing talks and fun I'll never forget! Thank you, Foundry, for organizing this event!"



"I was nervous joining AROC at first, but Seren made me feel welcomed and important. I always know I can speak my mind and share openly my own experiences with racism or growing up in a tough family situation. Seren and the whole team are so warm and compassionate. I'm really grateful for them!"



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"Joining AROC has given me so much. Every time we meet I learn something new and we all support each other. I'm so glad that Foundry listens to youth and allows us to get involved and come together. Seren has supported me when I was moving out of my house and needed to be flexible in attending meetings. But she always made sure to catch me up and even was a reference for my new job. Can't wait to continue working with Foundry!"



"I had the most amazing experience this last weekend at the link up and aroc2022 @foundrybc. With literally the most hardworking, incredible, kind, and genuine people I've ever met! So much love!"

"soo much love! Thank you Foundry BC for this weekend, no words can express my gratitude for the connections made, things learned, hope restored and everything in between. Each of you deserve the absolute world and are some of the most amazing people I've had the privilege of knowing."



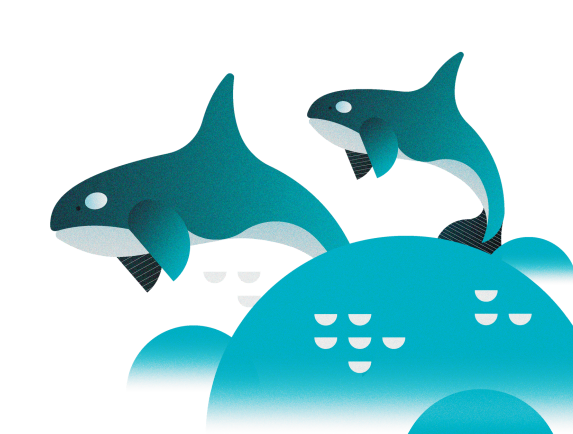
"BIPOC youth need spaces to heal, vent, grow and just be! I took a step out of my comfort zone this year and joined AROC after seeing a poster online. I am so glad I did! I have had a great experience working on projects for Foundry, learning about new ideas like Intersectionality, and making new friends who just get it. It has made me a better ally, and I now feel comfortable talking with my family about anti-racism. Thank you Foundry and all the amazing facilitators!"



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