



Welland Heritage Council and Multicultural Centre

Divisions:
Multicultural Network of Niagara Falls
Employment Solutions

Statement of Solidarity from the Welland Heritage Council and Multicultural Centre, and Employment Solutions:

The Welland Heritage Council and Multicultural Centre, and our sister organization Employment Solutions support the ongoing Black Lives Matter movements happening across North America and around the world. Our organizations stand together in solidarity with Black Communities in the fight to end racial injustice and the unfair victimization of black people. We too demand equal rights, freedoms, and protections for People of Colour.

We extend our deepest sympathies to the families of George Floyd, Ahmaud Arbery, Breonna Taylor, Regis Korchinski-Paquet, Andrew Loku, Ian Pryce, Michael Eligon, and the countless others, all of whom deserve to be named, who have fallen victim to systemic racism, police brutality, and/or have been failed by the mental health systems in the United States and Canada. We recognize that this fight goes beyond police brutality. We recognize that Black people face disproportionate barriers at every turn, including barriers to employment and education, discrimination in the workplace, disproportionately high levels of poverty, poorer health care outcomes, barriers in access to health care services and mental health resources, misappropriation of Black culture, silencing of Black voices, and discrimination in the community. We stand with the Calls to Action being put out across North America, including the demands of Black Lives Matter Toronto (<https://blacklivesmatter.ca/>).

Although supporting the Calls to Action of BLM Toronto and other organizations is important, we recognize that it is not enough. As an organization, we pledge to make changes that begin with us.

- We will redouble our efforts to secure funding for anti-racist programming for adults and youth in Welland.
- We will improve our website to include information about racism in Niagara, and provide resources for those experiencing racism, or those that wish to contribute to anti-racist causes.
- We will ensure our staff complete diversity and anti-racist trainings and that those trainings are kept up to date.
- We will re-evaluate our organizational affirmative action policies, and determine how we as an employment agency can better promote employment equity in our community.

We realize that even as an organization that prides ourselves on our diversity, we alone can never do enough. We call on our fellow non-profit organizations to look internally as well and determine how we all can better serve our Black community.

Black lives, culture, health, and futures matter.

Sincerely,

Janet Madume

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Executive Director

Welland Heritage Council and Multicultural Centre, and Employment Solutions

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