

A Letter from the RCPA Board of Directors

We stand in solidarity against racism and police violence because Black Lives Matter.

Sound familiar?

During non-revolutionary times, that statement might have been enough, **but in this current climate, making more bandwagon-y or performative statements is just not helpful.**

Before change can happen, we must all educate ourselves, ask difficult questions and listen to each other. For those who feel this isn't their issue, that is simply not true. We all have a part to play in interrupting systemic racism.

When we embrace a new way of doing things - one that includes everyone having equal opportunity - our art will be richer, and our experience of our humanity will be more connected.

What do we really need to do at this moment to enact change?

We need to make sure that the standard, which for centuries has been normal for white people, is both accessible and equitable for our BIPOC and LGBTQIA+ artistic communities.

This is what we want for our school and its student body.

How are we going to do this?

We at Randolph College pledge:

- To have the College participate in workshops offered by CPAMO (Cultural Pluralism in the Arts Movement Ontario). <https://cpamo.org/>
- To weave multicultural-work that explores diverse stories and ways of storytelling into the fabric of our curriculum.
- To increase of BIPOC and LGBTQIA+ representation in all departments across the board.
- To create safer spaces where past and present students can discuss and understand the history of systemic racism and how to best handle the pressure that artists of colour face to conform within the industry.

Real history is coming to the forefront, and it's showing us that this movement doesn't *just* affect the marginalized. We at Randolph College are with you and are committed to being a part of the change happening in the world today.

We also recognize that how we *feel* along the way is equally as important as what we *do*.

So - where do we go from here?

We must continue to engage in conversations that are rooted in both compassion and action. Acknowledge that another reality is possible and that we can and will do better.

Social change isn't just a hashtag; it's a way of being.