

Agreement

Between

Visible Minority Librarians of Canada Network (ViMLoC)

and

**Black- and Black-multiracial-identifying Galleries, Libraries, Archives, and
Museums (Black GLAM)**

This Agreement is intended to promote cooperation, collaboration and allyship between ViMLoC and Black GLAM. This Agreement acknowledges the expertise of each organization and its members and recognizes that there are areas of mutual interest which create opportunities for collaboration. It is not intended that this Agreement documents all collaboration activities that may be undertaken.

Principles

The following principles guide the development and implementation of this Agreement and its resulting activities:

- The implementation of this Agreement will always be grounded in:
 - Mutual respect and collaboration, rather than competition;
 - Open, timely communication and consultation;
 - Maintenance of confidentiality, where requested;
 - Sustainability and appropriateness of all offerings;
 - A shared commitment to continuous striving for improvement in outcomes for members and professional development;
 - Minimizing duplication and maximizing opportunities.
- This Agreement does not require or anticipate any financial exchange unless otherwise agreed upon in writing.
- Materials developed under this Agreement remain the property of the originating organization unless jointly created.

Process of Collaboration

Under this Agreement, both parties will work together to identify opportunities, initiatives, and projects, whether existing or planned, that deliver mutual benefit and value to both organizations and their members.

Both parties agree to participate in the following foundational reciprocal activities:

- Sharing organizational annual plans when appropriate;
- Exchanging information about activities and initiatives of each organization;
- Appointing a liaison officer to serve as the primary point of contact and attend meetings as needed;
- ViMLoC provides web presence for Black GLAM on the ViMLoC website, provided this remains financially feasible.

Terms and Amendments

- This Agreement will take effect on the date of execution.
 - Either party may terminate the Agreement with thirty (30) days' written notice.
 - The Agreement may be amended at any time through negotiation and written mutual consent between the parties.
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Signatures

ViMLoC Representative: *Naz Torabi*

Name: Naz Torabi

Title: Sciences Collections Coordinator

Date: Aug 26, 2028

Black GLAM Representative: *Alanna Marson*

Name: Alanna Marson

Title: Acting Head, User Experience and User Services

Date: August 28, 2028