

Equity and Inclusion Policy

A. Purpose

To support and celebrate a Canadian art and culture sector that is inclusive and accessible to all, Business / Arts commits to policies and practices that respect human rights and empower a just, dignified, inclusive and equitable society.

B. Acknowledgements and Premise

We acknowledge, respect and celebrate the diversity of our staff, Board, volunteers, program participants, partners, collaborators, stakeholders and audiences. As such, Business / Arts strives to be an inclusive and equitable organization where we respect and value diverse life experiences and heritages and ensure that all voices are valued and heard.

Business / Arts acknowledges that while all people and arts organizations deserve equal access to its programs and services as well as opportunities within the broader arts sector, we also recognize that certain groups in Canadian society have been historically disadvantaged as a result of systemic biases or barriers. We acknowledge the need to continually address and dismantle any inequities within our own policies, systems, programs, and services and within the broader Canadian cultural sector.

In accordance with the Canadian Charter of Rights and Freedoms, the Employment Canada Act and Accessibility for Ontarians with Disabilities Act, Business / Arts actively opposes discrimination based on gender identity or expression, race, ethnicity, national origin or ancestry, religion, age, sexual orientation or identity, marital or family status, education or disability or any other prohibited grounds as set out in Canada's Human Rights Act. We are committed to a nondiscriminatory approach and provide equal opportunity for employment and advancement in all of our departments, programs, and workplaces, whether in-person or virtual.

We are committed to supporting diversity and inclusion efforts across the entire arts industry, by contributing to the development of resources and programs that serve underrepresented communities and by participating in sectoral efforts to improve the leadership of Canadian cultural organizations to better reflect the diversity of Canadian society.

In making this commitment, we are engaging in a long-term and on-going process of education, improvement and evaluation.

C. Responsibilities and Commitments

As we work to deliver our programs, events and services, Business / Arts considers the following to be our responsibilities:

- We will see cultural diversity, inclusion, and equity as connected to our mission and critical to ensuring the well-being of our workers and the arts communities we serve.
- At all levels of the organization, we will practice and encourage transparent communication and we will lead with respect, dignity and fairness.

- We will acknowledge and dismantle any inequities within our policies, systems, programs, and services, and continually update and report on organizational progress.
- We will explore, acknowledge and remedy underlying, unquestioned assumptions and biases that interfere with creating an inclusive environment, or may influence how decisions are made.
- We will commit time and resources to inclusive recruitment practices and human resources management so that the leadership within our Board of Directors, staff, steering committees, volunteers and mentors will be more reflective of Canadian society.
- We will not tolerate any threatening, bullying, harassment, discriminatory or inappropriately sexualized language or behaviour.
- We strive to create an atmosphere that is free from physical and intellectual barriers. When requested, we will endeavour to provide reasonable accommodation for individuals' accessibility needs in all B/A programs, training and events. To the best of our abilities, we will ensure the Business / Arts office is physically accessible to all and when other venues are required for programs and events, we will do our due diligence to source physically accessible public spaces.
- We will continue to provide content on our website in both official languages and endeavour to provide services and communications in both English and French whenever possible.
- We will ensure everyone associated with Business / Arts is aware of the duties and responsibilities set out in this policy. We expect all board members and staff to embrace these values and responsibilities; and to express them in workplace interactions and through everyday practices.

D. Accountability

This policy was approved by the B/A Board of Directors on March 31, 2021. It will be reviewed by the Human Resources and Governance Committee on an annual basis and progress reports will be provided to the Board of Directors.

This policy will be publicly published on the B/A website so that all our program participants, partners, mentors, volunteers and collaborators may access and refer to it when engaging with Business / Arts services.