

DANCEMAKERS” EQUITY AND NON-DISCRIMINATION POLICY STATEMENT

Dancemakers is a centre for experimentation and change. Our programming is multiplicitous and diverse: we develop and deliver a range of activities designed to be flexible, responsive and valuable for artists working today. As part of our goal to encourage experimentation and change, we intend to be leaders for change in equity.

We are committed to celebrating Toronto’s diversity by providing an inclusive and welcoming environment at all times and for everyone we deal with, including staff members, volunteers, artists, our partners, collaborators and anyone with whom we have a business relationship, and the people who attend our programs and performances.

We believe in the inherent dignity and the equal rights of all human beings, and strongly believe that no one should face discrimination on the basis of their race, color, religion, creed, gender, gender expression, age, national origin, ethnic origin, disability, marital status or sexual orientation.

We pledge not to discriminate or tolerate discrimination on these bases in any of our actions, activities or operations and will actively seek to encourage, support and reach out to equity-seeking individuals and communities.

We will act to exclude discrimination in recruitment of Board and staff, and in employment, compensation, termination and all conditions of employment against any employee or job applicant. We will equally act to exclude discrimination in volunteer recruitment, training, placement or working conditions.

Our selection of artists, collaborators and partners will reflect our commitment to equity and non-discrimination, and we will highlight services and programs that create opportunities for artists in equity-seeking groups. Our outreach, marketing and communications will seek to “radically welcome” participation by the widest possible variety of participants and attenders.

We understand and will not tolerate infringement of our obligations under the

- Ontario Human Rights Code, the Human Rights Code of Canada, and the Canadian Charter of Rights and Freedoms
- The City of Toronto’s Anti-Harassment/Discrimination Legislation and City Policy
- The Accessibility for Ontarians with Disabilities Act
- The Employment Standards Act

Wherever possible we will honour the Recommendations of the Truth and Reconciliation Commission of Canada.

All staff, Board members, and volunteers will be provided with a copy of and obligated to understand and abide by the Dancemakers Equity and Non-Discrimination Policy, and to address and prevent, where possible, any expressions or acts of discrimination, racism, or inaccessibility.

Individuals have the right to complain about situations they believe to be discriminatory in confidence to the General Manager or Curator, or, if more appropriate, to the Chair of the Board. Dancemakers will investigate, as appropriate in the circumstances, and act on all incidents and complaints to ensure that they are resolved quickly and fairly. Appropriate discipline will be imposed on anyone who has acted in a discriminatory manner or anyone who retaliates in any way against anyone who has complained of discrimination, in light of all evidence presented.

All complaints and resolutions related to Dancemakers Equity and Non-Discrimination Policy will be reported to the Board of Directors so they can consider any change in policy or practice that may be necessary as a result.

This Policy is considered to be a “living document” and will be revisited, updated and revised in response to new legislation, evolving community standards, and our ongoing evaluation of Dancemakers practices in view of community needs and expectations.

APPROVED BY DANCEMAKERS’ BOARD OF DIRECTORS ON JANUARY 31, 2019