

## **WorkInCulture – Diversity and Inclusion Policy**

### **Mission:**

WorkInCulture (WIC) is a non-profit sectoral council whose mission is to support the people who work in the cultural sector through life-long career development and business skills training.

### **Vision:**

Our vision is a robust and resilient cultural sector which is inclusive and diverse in all its aspects.

### **WIC's Commitment to Diversity:**

WorkInCulture is committed to a framework for change that begins with articulating a vision of inclusion based on research and self-reflection. We will implement strategies, policies and practices inspired by that vision, including addressing the public image and information (communications) of the organization. We will continuously improve through an ongoing process of evaluation and change.

An inclusive approach will be thoroughly integrated into the ongoing activities, operations and relationships of the organization. WIC will make every effort to identify and remove barriers to inclusion.

WIC is committed to employment diversity with respect to all aspects of employment. All decisions regarding recruitment, hiring, promotion, compensation, employee development decisions such as training, and all other terms and conditions of employment, will be made without regard to race, religious beliefs, colour, gender, sexual orientation, marital status, physical and mental disability, age, ancestry or place of origin.

WIC will make every effort to make its volunteer pool and employee workforce representative and reflective of the communities in which its services are provided. WIC will endeavour to ensure that the workplace, all policies, procedures and practices, are free of deliberate or unintentional (systemic) barriers so that no one is disadvantaged.

### **Added Value**

The benefits of an inclusive approach include:

- Expanding the pool of talent thereby enhancing creative diversity and innovation
- Training new generations from a range of backgrounds in order to address succession challenges
- Broadening the perspective and skills of the organizations and its leaders as they adapt to change
- Developing individuals' skills such as cultural self-awareness and cross-cultural communication
- Extending opportunities for partnerships, markets and audiences
- Expanding outreach and enhancing community engagement

### **Definitions**

WorkInCulture bases all understandings and policies on these commonly accepted definitions:

**Diversity:** the presence of a wide range of human qualities and attributes within an individual, group or organization. Diversity includes such factors as age, sex, race, ethnicity, physical and intellectual ability, religion, sexual orientation, educational background and expertise.

**Inclusion:** appreciating and using our unique differences – strengths, talents, weaknesses and frailties – in a way that shows respect for the individual and ultimately creates a dynamic multi-dimensional organization.

**Responsibilities:**

Board of Directors: to approve and review diversity policy;

WIC Management: To oversee day to day implementation; staff will embody the values and support implementation.

All Employees: To treat all other employees, partners, and stakeholders with dignity and respect and in a fair and non-discriminatory manner in all employment and customer service related dealings.

**Accommodation**

In order to discharge its obligations under this policy, WorkInCulture will make all reasonable efforts to accommodate the particular needs of employees and volunteers, subject to operational requirements.

**Legal**

We will follow legal requirements of the Ontario Human Rights Act, Ontario Equity Act and the Accessibility for Ontarians with Disabilities Act.

Please see also separate policies on Workplace Harassment, Workplace Violence, Accessibility for Ontarians with Disabilities, and Health and Safety.

**Signed:** Executive Director (date)

**Signed:** Board Chair (date)

**Reviewed and Approved by the Board of Directors: (date)**