

Our Diversity, Equity & Inclusion Journey

WHY are we doing this?

1. We want to represent the communities we serve
2. We want to make sure that everybody feels they belongs
3. We want to contribute towards removing systemic barriers for historically marginalized and underrepresented groups
4. It's simple, It is the right thing to do

WHAT are we going to do about it?

1. Build a company that reflects the communities we serve, at every level.
2. Build a workplace that ensures people can grow and thrive by removing systemic barriers.
3. Build a company that is a part of the solution and not the problem in our industry and our community.

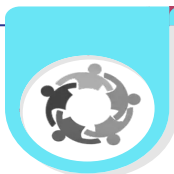


HOW will we achieve this?



WORKFORCE

The people we hire and how we hire



WORKPLACE

Building an inclusive and equitable environment where people feel they can grow, thrive, and belong



MARKETPLACE

The people our product serves, how we serve them, and our impact in the greater communities we serve

WHO will be responsible for our success?

1. Executive Team (including the Board)
2. All People Leaders
3. Everyone at your organization



What's Next?

1. Decide who do you want to be, from a DEI perspective, when you grow up
2. Begin formulating your organization's DEI strategy and goals.
3. Set a realistic roadmap
4. Be mindful of stepping into a performative spiral
5. Think long and hard about who you want to be as an organization from a DEI perspective

WORKFORCE



WORKFORCE			
GOALS	OBJECTIVES / INITIATIVES	TO DOS	MEASURING YOUR PROGRESS

1. Set your hiring goals in advance
2. Decide initiatives you will focus on to achieve the inclusive hiring goals
3. Add the to dos
4. Measure your progression
5. Hold yourself accountable and stop making excuses.

WORKFORCE - Example

Goal: Build a company that reflects the communities we serve

Initiative: Evaluate our hiring process before the interview

1. Review your job postings for inclusive language.
 - Leverage platforms like [Textio](#)
2. Create the quantitative feedback form
3. Be mindful of your biases and check them

UNCONSCIOUS BIAS



THE
ROYAL
SOCIETY

HOW TO AVOID UNCONSCIOUS BIAS

- Deliberately slow down decision making
- Take notes during the interview
- Sit and independently review those notes before scoring
- Make assessments, not gut decisions
- Reconsider reasons for decisions
- Question cultural stereotypes
- Monitor each other for unconscious bias



WORKPLACE



WORKPLACE			
GOALS	OBJECTIVES / INITIATIVES	TO DOS	MEASURING YOUR PROGRESS

1. Take a look at your internal policies and communication, are they inclusive
2. Look at your [performance review and the biases](#) surrounding it
3. Acknowledge the systemic barriers and work to remove them within your organization

MARKETPLACE



MARKETPLACE			
GOALS	OBJECTIVES / INITIATIVES	TO DOs	MEASURING YOUR PROGRESS

1. Take a closer look at your impact in the greater communities
2. Take a look at the different vendors you partner with, are they inclusive?

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WHY are we doing this?

WHAT are we going to do about it?

HOW will we achieve this?

WHO will be responsible for our success?



Create.
Promote.
Protect.

Contact us

  @canmuspub
musicpublisher.ca

320-56 Wellesley Street West
Toronto, ON
M5S 2S3

Tel: 416.926.7952
Email: info@musicpublishing.ca