

POLICY & PROCEDURES

Statement of Operations: Inclusion, Diversity, Equity and Accessibility (IDEA) Policy

Policy Number: OP - 001

Effective Date: As soon as it is approved

Approved by: Board of Directors

Approved Date: October 21, 2019

Review Date: Annually

1. Purpose of policy

This policy will provide guidelines to:

- ensure Choral Canada reflects the diversity of its constituency and meets the needs of its diverse membership, recognizing that inclusion creates a dynamic and multi-dimensional organization.
- promote fair and equitable practice and to help build diversity into our teams, programs and services.
- acknowledge our role as leaders who model and exemplify these actions and values to our community.

2. Policy Statement

Choral Canada is committed to inclusion, diversity, equity, and accessibility in all its work, and to being fair and equitable in practice. It strives to build diversity and inclusivity into its teams, programs and services, thereby fostering an organizational environment in which all people wishing to participate may flourish.

3. Definitions

Inclusion: the commitment to the belief that all people have the right to be respected and appreciated as valuable members of their community and to actively remove or mitigate barriers to engagement with all people.

Diversity: differences in human qualities and characteristics that include, but are not limited to: ancestry, age, gender identity, gender expression, culture, race, ethnicity, religion, educational background and expertise, (dis)abilities (including physical, mental health, sensory, learning and/or chronic health disabilities), language, socio-economic status, and sexual orientation.

Equity: access to opportunities for all individuals, including those who may be associated with one or more of the above descriptors.

Accessibility: the ability for all individuals to access, connect to, be aware of, and benefit from a system or organization.

4. Procedure:

Choral Canada will:

- work to embody, model, and implement this policy on a day-to-day basis.
- endeavour to provide programs and services that reflect our commitment to inclusion, diversity, equity, and accessibility and to the principles outlined in this document.
- aim to identify and remove barriers that may limit the full participation of our constituents.
- consider tactical, strategic, and systemic factors as we recruit, retain, develop, and promote diverse artists, choral and administrative personnel, board members and volunteers.
- provide training, education, and support for our staff, leadership, volunteers and members to help ensure inclusion, diversity, equity, and accessibility through our full range of operations.
- strive to meet and exceed the legal requirements of our government and funding bodies related to inclusion, diversity, equity, and accessibility.
- act to prevent, identify and eliminate harassment and discrimination of any kind in the workplace and any environment in which its programs occur in a timely manner.
- work with our selected event-based venues to provide accessibility and offer accommodations for people with additional needs.
- as an ongoing process of evaluation and change, have the senior staff review the IDEA policy annually and recommend any change as appropriate for the Board of Director's consideration and approval.