



## Equity, Diversity & Inclusion Policy June 27, 2021

At the Alberta Media Arts Alliance Society (AMAAS) an equitable, diverse and inclusive workplace is one where all board members, employees, contractors and volunteers, whatever their gender, race, ethnicity, national origin, age, sexual orientation or identity, education or disability, feels valued and respected. We are committed to an anti-racist and non-discriminatory approach and to providing equal opportunity in all aspects of our Vision, Mission and Values. We respect and value diverse life experiences, perspectives and backgrounds and will ensure that all voices are valued and heard.

We're committed to modeling diversity and inclusion for Alberta's arts and culture industries of the non-profit sector, and to maintaining an inclusive environment with equitable treatment for all.

To provide informed, authentic leadership for cultural equity, AMAAS strives to:

- See equity, diversity and inclusion as connected to our mission and critical to ensure the well-being of our board, employees, contractors, volunteers and the artists and arts communities we serve.
- Acknowledge and dismantle any inequities within our policies, systems, programs, and services, and continually update and report organization progress.
- Explore potential underlying, unquestioned assumptions that interfere with inclusiveness.
- Advocate for and support board-level thinking about how systemic inequities impact our organization's work, and how best to address that in a way that is consistent with our mission.
- Help to challenge assumptions about what it takes to be a strong leader at our organization, and who is well-positioned to provide leadership.
- Practice and encourage transparent communication in all interactions.
- Commit time and resources to expand more diverse leadership within our board, employees, contractors, volunteers, committees, and advisory bodies.
- Lead with respect and tolerance. We expect all board members, employees, contractors and volunteers to embrace this notion and to express it in workplace interactions and through everyday practices.

AMAAS abides by the following action items to help promote equity, diversity and inclusion in our workplace, to the best of our abilities, and within the resources and capacity of our organization:

- Explore dedicating financial resources to these action items via AMAAS' Strategic Plan.
- Consider creating an Equity, Diversity & Inclusion Committee.
- Pursue cultural competency throughout our organization by creating substantive learning opportunities and formal, transparent policies.



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- Generate and aggregate quantitative and qualitative research related to equity to make incremental, measurable progress toward the visibility of our equity, diversity and inclusion efforts.
- Improve our cultural leadership pipeline by creating and supporting programs and policies that foster leadership that reflects the diversity of our society.
- Pool resources and expand offerings for underrepresented constituents by connecting with other arts organizations committed to equity, diversity and inclusion efforts, and organizations that represent and advocate for those underrepresented constituents.
- Develop and present sessions on equity, diversity and inclusion to provide information and resources internally, and to our members.
- Develop a system for being more intentional and mindfully aware of racial and unconscious biases throughout all our activities, and the hiring, engagement, promoting, or evaluating process. Train ourselves on equitable practices.
- Include a fee or salary range with all AMAAS public opportunities or job descriptions.
- Do our best to advocate for public and private-sector policy that promotes equity, diversity and inclusion.

Developed by the AMAAS Board of Directors in consultation with Shivani Saini of Atelier Culterati