



Canadian Dance Assembly (CDA) Anti-Racism Policy

STATEMENT OF COMMITMENT

The land we call Canada, its provinces, cities and regions, are increasingly made up of people from diverse communities and equity-seeking groups, particularly Indigenous, Black and People of Colour (IBPOC) and other marginalized artists and communities, e.g., the Deaf and Disabled, LGBTQ2+, women and those with intersectional identities. The CDA recognizes that historic systemic and cultural barriers as well as the changing nature of the population have significant implications in terms of delivering and/or providing access to its services (e.g. programming, activities, etc.).

The CDA recognizes that barriers to services exist for members of diverse communities, particularly Indigenous, Black and People of Colour (IBPOC) and other marginalized artists and communities, e.g., the Deaf and Disabled, LGBTQ2+, women and those with intersectional identities, and we are committed to acting as a positive force in eliminating these barriers.

To achieve this, the CDA will:

- ensure that Indigenous, Black and People of Colour (IBPOC) and other marginalized artists and communities, e.g., the Deaf and Disabled, LGBTQ2+, women and those with intersectional identities have equitable access to its services, resources and decision-making;
- be non-discriminatory and promote the goals of anti-racism, access and equity; and;
- take reasonable steps to ensure its services, programs and decision-making reflect the community it serves.

The CDA will develop and implement actions to develop and sustain this Anti-Racism policy through actions in key areas noted below, i.e., Governance, Employment, Services, Education/Training and Communications. The implementation will be subject to CDA'S limited

employee and/or contract and temporary worker pool and restraints in relation to financial resources.

Key Terms

Anti-racism: a set of practices and systems designed to eliminate racism. Racism includes racist ideologies, prejudiced attitudes, discriminatory behaviours, structural arrangements and institutionalized practices resulting in racial inequality as well as the fallacious notion that discriminatory relations between groups are morally and scientifically justifiable.

Access: the ability of or extents to which communities or residents can attain needed services and achieve full participation in the planning, development, administration and delivery of those services. Access includes client access and organizational access.

Equity: practices designed to remove systemic barriers to equality of outcome by identifying and eliminating discriminatory policies and practices.

B: POLICY AND ACTIONS ON ANTI-RACISM, ACCESS & EQUITY

Governance: The CDA is committed to achieving representation of the diversity of the Turtle Island (Canada) community on its Board of Directors by ensuring that it has an equitable and transparent nominations process, that this process is communicated to all members, and that staff and the Board of Directors are committed to outreach beyond the current membership if necessary to achieve this goal.

Employment: The CDA is committed to achieving representation of equity seeking and deserving groups on its staff (inclusive of employees and/or contract and temporary workers) by ensuring that members of equity seeking communities have equitable access to employment and/or contract and temporary work. This includes recruitment, selection, staff development, performance evaluation, retention, promotion, and termination.

- The CDA commits to ongoing review of formal and/or informal procedures in relation to recruitment, selection, staff development, performance evaluation, retention, promotion and termination in order to identify and eliminate direct and indirect forms of discrimination, thereby ensuring that such procedures are implemented in a manner consistent with achieving workplace equity. In particular, the following issues will be reviewed and considered:
 - whether job descriptions are valid and up-to-date;
 - whether job requirements are reasonably and objectively connected to the

purpose and performance of such jobs;

- whether methods of recruitment are bias-free and designed to reach members of all equity seeking groups; and;
- whether promotional materials as well as information on career paths and professional development have been made available to all employees and/or contract and temporary workers.

The CDA is committed to maintaining an environment where all individuals are treated with dignity and respect and are free from all forms of discriminatory treatment, behaviour, or practice. The CDA will not tolerate discrimination, harassment, violence, and any other form of discriminatory practice. Discrimination does not have to be intentional. It can result from practices or policies that appear to be neutral but, in reality, have a negative effect on groups or individuals based on race, religion, gender, etc.

- The CDA's Executive Director will communicate to all employees and/or contract and temporary workers that the CDA is formally committed to achieving anti-racism and equity in the workplace;
- The CDA will affirm and abide by the policy directive to treat all employees and/or contract and temporary workers fairly within (their) resources;
- The CDA will take reasonable steps to identify, eliminate and remedy any actual or potential barriers to employee and/or contract and temporary worker advancement, and;
- The CDA undertakes to reasonably accommodate the special needs of equity seeking groups, including, but not limited to:
 - accessibility to the workplace;
 - religious holiday observance, and;
 - parental leave and alternative work arrangements;
- The CDA's Executive Director and/or an individual assigned by the Executive Director will conduct employee and/or contract and temporary workers surveys and consult regularly with employees and/or contract and temporary workers to gauge whether any equity issues are present in the workforce. These surveys will be forwarded to the Board of Directors for review. The board of directors must ensure that the surveys are carried out;
- The CDA's Executive Director and/or an individual assigned by the Executive Director will monitor the progress of workplace anti-racism and equity initiatives and provide updates to ensure that employees and/or contract and temporary workers are both aware of and participating in the effort to achieve workplace equity. These updates may be in the form of notices and/or briefing sessions, and;

Services: The CDA is committed to ensuring that its services and programs are accessible to diverse communities. This involves review of current outreach, communications, program planning and evaluation, to ensure this goal is being met.

- An undertaking to use reasonable efforts to advertise and market the services/products of the CDA using publications that equity seeking groups will have access to, and;
- To ensure that the CDA's advertising and marketing schemes depict equity seeking groups in non-stereotypical ways (for example, in text & pictures).

In addition, the CDA will take into consideration provision of services to disadvantaged individuals, low-income persons, families in poverty, and equity-seeking communities. (*For example: free events, pay-what-you-can events, etc.*)

- The CDA undertakes to provide reasonable ticket prices to their events.

Training and Education: The CDA is committed to ensuring that those involved in the delivery of services and programs have the knowledge, understanding and skills to work with and provide services to members of diverse communities, particularly equity-seeking communities.

- Ensuring that employees and/or contract and temporary workers are aware of and supportive of equity seeking initiatives; in particular, employees and/or contract and temporary workers will be informed of the following topics:
 - the changing nature and increasing diversity of Canadian society;
 - special issues facing designated group members;
 - the nature of discrimination, including systemic discrimination, and the basic concept of human rights;
 - the benefits, both social and economic, to be derived from encouraging diversity in the workplace, and;
 - the CDA'S commitment to respecting all members of the organization and to encouraging diversity in the workplace.

Information and Communications: The CDA is committed to ensuring that all of its communications, including information on its services and programs, are accessible to diverse communities.