



PEGGY BAKER DANCE PROJECTS

ANTI-RACISM, ACCESS, AND EQUITY POLICY

The Board of Directors of Peggy Baker Dance Projects (hereinafter called PBDP) originally approved this policy at a meeting of the Directors on 19 November 2001. It was updated, reviewed, and re-approved by the Board on June 14, 2021.

Jacqueline Mackey, Board President

Peggy Baker Dance Projects acknowledges that Tkaronto (Toronto) is on the traditional territory of many nations including the Mississaugas of the Credit, the Anishnabeg, the Chippewa, the Haudenosaunee, and the Wendat peoples, and is now home to many diverse First Nations, Inuit, and Métis peoples. We also acknowledge that Tkaronto is covered by Treaty 13, signed with the Mississaugas of the Credit, and the Williams Treaties signed with multiple Mississaugas and Chippewa bands.

Regardless of where our work takes place, we honour and acknowledge the traditional caretakers of the land - past, present and future - and we encourage those we engage to reflect upon their ancestry, their traditional territories, and their land-based knowledge.

A: STATEMENT OF COMMITMENT

The City of Toronto is made up of people from diverse communities and equity-seeking groups, including Indigenous, Black, People of Colour, 2SLGBTQIA+, Deaf, Mad, disability-identified, and those with intersectional identities. PBDP recognizes that the changing nature of the population has implications in terms of delivering and/or providing access to its services (e.g. programming, activities, etc.).

We recognize that barriers to services exist for members of diverse communities, particularly Indigenous, Black, People of Colour, 2SLGBTQIA+, Deaf, Mad, disability-identified, and those with intersectional identities, and we are committed to acting as a positive force in eliminating these barriers.

To achieve this, PBDP will:

- ensure that Indigenous, Black, People of Colour, 2SLGBTQIA+, Deaf, Mad, disability-identified, 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.

PBDP prohibits discrimination or harassment and protects the right OF ALL INDIVIDUALS to be free from hate activity based on age, ancestry, citizenship, creed (religion), colour, disability, ethnic origin, family status, gender identity, level of literacy, marital status, place of origin, membership in a union or staff association, political affiliation, race, receipt of public assistance, record of offences, sex, sexual orientation or any other personal characteristic by or within the organization.

For the purposes of this policy, equity-seeking groups include Indigenous, Black, People of Colour, 2SLGBTQIA+, Deaf, Mad, disability-identified, and those with intersectional identities, and the socio-economically disadvantaged.

Definitions

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 extent 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.

Discrimination: the act of treating a person unequally by imposing unequal burdens or denying benefits, rather than treating a person fairly based on individual merit. Discrimination is usually based upon personal prejudices and stereotypical assumptions related to at least one of the grounds set out in this Policy. It is not necessary to have intent to discriminate under the Code. Workplace rules, policies, procedures, requirements, qualifications, or factors may not be directly or intentionally discriminatory but may nonetheless have an adverse effect. This may create barriers to achievement and opportunity.

Harassment: a course of conduct or comments or actions that are unwelcome or should be known to be unwelcome. A person has the right to be free of humiliating or annoying behaviour that is based on one or more grounds in the Code.

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

Governance

PBDP is committed to achieving representation of the diversity of the Toronto 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 members are committed to outreach beyond the current membership if necessary to achieve this goal.

Employment

PBDP is committed to achieving representation of equity seeking 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.

PBDP undertakes to review any 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.

PBDP 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. PBDP 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.

PBDP's Manager will communicate to all employees and/or contract and temporary workers that PBDP is formally committed to achieving equity in the workplace;

- PBDP will affirm and abide by the policy directive to treat all employees and/or contract and temporary workers fairly;
- PBDP will take reasonable steps to eliminate any actual or potential barriers to employee and/or contract and temporary worker advancement; and

- PBDP 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
- PBDP's Manager and/or an individual assigned by the Manager 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. The results of the surveys will be presented to the Board of Directors for review;
- PBDP's Manager and/or an individual assigned by the Manager will monitor the progress of workplace 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
- PBDP undertakes to act in good faith to pursue and enforce the initiatives above (and any other further initiatives that may arise as a result of those listed above).

Services

PBDP 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 goal is being met.

PBDP undertakes to use reasonable efforts to advertise and market the services/products of PBDP using publications to which equity seeking groups will have access ; and to ensure that PBDP's advertising and marketing campaigns depict equity seeking groups in non-stereotypical ways.

In addition, PBDP 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.)

PBDP undertakes to provide reasonable ticket prices to their performances.

Training and Education

PBDP 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.

PBDP will ensure 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
- PBDP'S commitment to respecting all members of the organization and to encouraging diversity in the workplace.

Information and Communications

PBDP is committed to ensuring that all its communications, including information on its services and programs, are accessible to diverse communities.

PBDP will ensure that its information and communication materials are understood by diverse communities.