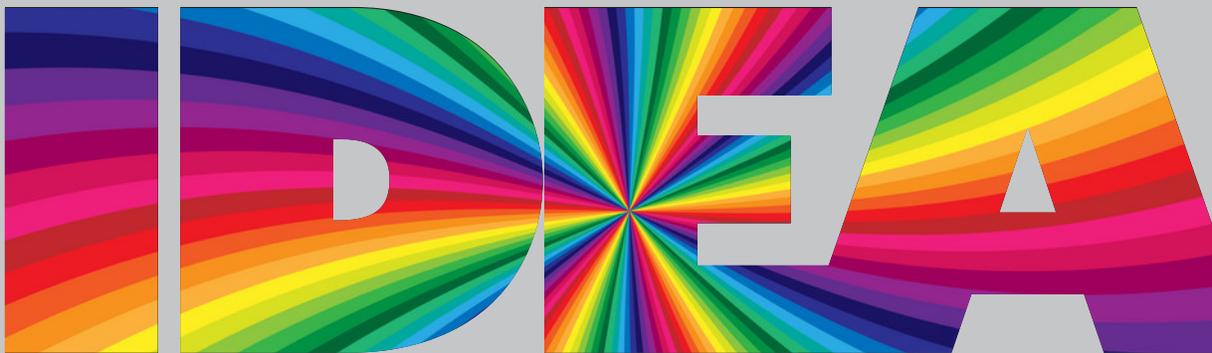


inclusion
diversity
equity
access



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Folk Music Canada (FMC) is committed to the principles of inclusion, diversity, equity and access in the folk music sector, the arts sector overall, and throughout all of society.

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A. Inclusion, Diversity, Equity and Access Definitions

Inclusion

The ability of FMC to attract, retain, accommodate, and involve a range of diverse people who are valued, accepted, and comfortable at the international, national, regional or local chapter level.

Diversity

FMC defines diversity as a core value. It is an inclusive concept encompassing, without limitation, race, color, ethnicity, gender identity, sexual orientation or identity; religion, nationality, age, economic class, educational level, language, physical, mobility and ability, geography, and marital and parental status. The state of being diverse means having the broadest possible representation of individuals, experiences, and perspectives in all-encompassing terms.

Equity

Creating a level playing field for individuals or groups according to their respective needs, which may include equal treatment or treatment that is different but is considered equivalent in terms of rights, benefits, obligations and opportunities.

Access

The commitment to foster attitudes, behaviors, and procedures to facilitate access that promotes equity and diversity, fosters inclusion and allows people to maximize their contribution to our association and communities that our members serve.

B. FMC Inclusion, Diversity, Equity, Access Statement of Principles

FMC is committed to developing and maintaining a diverse organization that reflects, is responsive to, and embraces the diversity of the communities we serve throughout the world; respecting and valuing all people.

FMC is committed to promoting an inclusive, equitable and accessible organization where every member, volunteer, staff and board member can realize their potential and have their contributions valued.

FMC recognizes that Inclusion, Diversity, Equity & Access are central to its mission. The following are FMC's Statement of Inclusion, Diversity, Equity & Access Principles:

- Recognizing others as different but equal.
- Respect and empathy for all.
- Trust and integrity that facilitates the integration of different and multiple voices in organizational discourse.
- Demonstrated appreciation for different voices, active listening; open to disparate viewpoints and opinions, and facilitating dialogues among the diverse groups.
- Practicing and encouraging transparent communication in all interactions.
- Developing participative decision making; problem solving; and, team capabilities.
- Exploring potential underlying, unquestioned assumptions that interfere with inclusiveness.

C. Inclusion, Diversity, Equity, and Access Board Policy

The FMC Board of Directors formally adopted the following policy at its November 27, 2020 meeting:

WHEREAS the vision of FMC is to support and promote the Canadian folk music community, and raise awareness about the importance, diversity and cultural value of all types of folk music in Canada; and,

WHEREAS the mission of FMC is to be the national voice in Canada for the professional folk music industry as a convenor of events, catalyst of meaningful partnerships, and advocate for the folk music sector; and,

WHEREAS a national arts service organization requires a continuous renewal of ideas and perspectives that reflect the evolving needs and diversity of the communities it is embedded in through the equitable participation of its members; and,

WHEREAS FMC recognizes inclusion as essential to the vitality; creativity; innovation; strength; and, impact of any organization; and, that inclusion involves respectful environments intentionally open to all; values and welcomes the contributions and equitable participation of every individual; and, reflects and represents those they serve; and,

WHEREAS FMC recognizes the diverse makeup within and between the communities that we serve and values these differences as integral to our overall makeup, operation and effectiveness as a Canadian National Arts Service Organization.; and,

WHEREAS FMC will be guided by the principle that equity means more than treating people in the same way; it requires creating a level playing field for individuals or groups according to their respective needs, which may include equal treatment or treatment that is different but is considered equivalent in terms of rights, benefits, obligations and opportunities; and,

WHEREAS FMC is committed to fostering attitudes, behaviors, and procedures to facilitate access that promotes equity and diversity, fosters inclusion and allows people to maximize their contribution to our organization and communities they serve; and,

WHEREAS FMC is committed to inclusion, diversity, equity and access in the selection process and criteria for all staff, volunteer positions, board appointments, committees and working groups; and,

WHEREAS the FMC Board will set Inclusion, Diversity, Equity, and Access goals appropriately aligned with their position as an national arts service organization; and,

WHEREAS the Executive Director will report to the Board twice each year on initiatives taken to advance our inclusiveness, and demonstrate our commitment to diversity, equity and access; and,

THEREFORE BE IT RESOLVED THAT FMC will lead our sector in achieving inclusion, diversity, equity and access by taking continuous, quantifiable actions, dedicated to these goals, throughout FMC governance; leadership and staff; partnerships; committees; membership; volunteers; and, programs and activities.

Resources

- Canadian Centre for Diversity and Inclusion
<https://ccdi.ca/resources/>
- Ontario's Equity and Inclusive Education Strategy
<http://www.edu.gov.on.ca/eng/policyfunding/equity.pdf>
- The Association of Fundraising Professionals
<https://afpglobal.org/initiatives/afp-idea-inclusion-diversity-equity-access>
- Culture Amp Workplace Diversity, Inclusion, and Intersectionality: 2019 Report
<https://www.cultureamp.com/blog/how-to-define-diversity-equity-and-inclusion-at-work/>