

Bill Reid Foundation Policies
Policy Name: Equity, Diversity, and Inclusion 2022.1
Area: Process
Date Adopted: November 24, 2022
Reviewed:



The Bill Reid Foundation (the “Foundation”) and its Gallery commits to providing equitable access to all persons. This includes access to our facility, programs, employment, and other opportunities for engagement in our work. We actively work towards decolonialism, accessibility, anti-racism, LGBTQ2S+ inclusion and encourage diversity in our staff, Board, volunteers, visitors, exhibitions, store and programming. We encourage diverse opinions and voices, and our exhibitions and programs enable Indigenous staff, artists, scholars, performers, and community members to express themselves in their own words. We strive to be a safe space where all voices are heard and valued.

Equity

Historic and current colonial and societal practices have resulted in systemic barriers that create disparities in the communities we serve. Knowing this, the Foundation strives to expand and enhance opportunities for those with barriers to accessing the arts.

Diversity

Intersecting factors—including but not limited to Indigeneity, Nationhood, Status, Band Membership, adoption, race, religion, age, gender identity, gender expression, sex, sexual orientation, marriage, ability, and immigration status—make individuals and our community unique. Our goal is to ensure members, visitors, volunteers, staff, Board Members and our collections respect and amplify marginalized voices.

Inclusion

We commit to listening and learning from diverse voices and perspectives. We endeavor to create a vibrant and accessible social space that encourages dialogue and the exchange of ideas through various art forms unique to Indigenous peoples.

The Foundation works to resist the impacts of settler-colonialism in the exclusion and erasure of Indigenous people and other marginalized groups from arts and cultural spaces. We endeavor to honour ancestors and Knowledge Holders who maintain and revitalize Indigenous arts and culture.

While remaining alert and sensitive to the issue of fair and equitable treatment for all, the Foundation has a special concern with the participation and advancement of Indigenous people in arts and culture spaces. We recognize that Indigenous communities take many forms and that colonialism has impacted many individuals' ancestral stories and familial relations. We also recognize that there are many forms of kinship, “home”, and community for Indigenous people. We commit to welcoming visitors, members, staff and board members with this understanding.

The Foundation is on a journey of listening, learning and reflecting. Through this journey, the Foundation Board strives to:

- see equity, diversity, and inclusion as central to our mission
- ensure the well-being of our staff, volunteers, and the communities we serve;

- review policies, practices, and programs for inequities and take measures to correct them;
- undertake learning opportunities that help our Board and staff consider how systemic inequities impact the Foundation's work;
- take accountability in culturally informed ways when we make mistakes;
- practice and encourage transparent communication in all interactions;
- increase efforts towards diverse leadership within our Board and staff; and
- include equity, diversity, and inclusion goals within strategic plans.

In the implementation of this Policy all relevant provincial statutes including human rights and labour legislation shall be observed.

We are all responsible for ensuring an equitable, diverse and inclusive Foundation and Gallery.

The Foundation Board and the Director and CEO shall take steps to ensure that this policy is observed by all staff, volunteers and contractors in the course of their activities with the Foundation.