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Diversity, Equity, and Inclusion Policy

As Folk Music Ontario we see diversity, inclusion, and equity as connected to our mission and critical to ensure the well-being of our staff, membership, and the communities we serve. A diverse, inclusive, and equitable organization is one where all employees, directors, volunteers, members, and the community at-large, whatever their gender, race, ethnicity, national origin, age, sexual orientation or identity, education or disability, feels valued and respected.

We are committed to a nondiscriminatory approach and provide equal opportunity for participation, employment and advancement in all of our departments, programs, and events. FMO respects and values diverse life experiences and heritages and these tenets bind our community and strengthen our relationships within the music industry to increase our joint capacity and willingness to work together on shared concerns.

FMO is committed to modelling diversity and inclusion and to maintaining an inclusive environment with equitable treatment for all. To provide informed, authentic leadership for cultural equity, Folk Music Ontario strives to:

- 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.
- Commit time and resources to expand more diverse leadership within our board, staff, committee, and advisory bodies.
- Lead with respect and tolerance. We expect all employees to embrace this notion and to express it in workplace interactions and through everyday practices.

Folk Music Ontario abides by the following action items to help promote diversity and inclusion in our workplace:

- Pursue cultural competency throughout our organization by creating substantive learning opportunities and formal, transparent policies.

- Generate and aggregate quantitative and qualitative research related to equity to make incremental, measurable progress toward the visibility of our diversity, inclusion, and equity efforts.
- Expand offerings for underrepresented constituents by connecting with other arts organizations committed to diversity and inclusion efforts.
- Develop and present sessions on diversity, inclusion, and equity to provide information and resources internally, and to members, the community, and the music industry.
- Include a salary range with all public job descriptions.
- Advocate for public and private-sector policy that promotes diversity, inclusion, and equity. Challenge systems and policies that create inequity, oppression and disparity.

As we enthusiastically welcome people of all national, geographic, cultural, ethnic, social, economic, gender, sexuality, orientation, mobility, and other forms of diversity to our events and organization, we also wish to express our rejection of discrimination and harassment. Any conduct that undermines the dignity of another individual or group hurts us all.

Folk Music Ontario activities are discrimination and harassment-free zones, and will not tolerate harassment, racism, homophobia, transphobia, or discrimination in any form arising as a consequence of a member's disability, age, gender, religion, race, language, physicality, sexual orientation, ethnicity, or national origin. Folk Music Ontario will not condone behavior or any form of communication that may undermine the stated fundamental value that each individual or group is entitled to.

Folk Music Ontario undertakes regular self-evaluation to ensure that its governing by-laws, policies and practices reflect our commitment to equality, respect and dignity for all, anti-racism and anti-oppression. We invite individuals who reflect the diversity of our community to apply to participate in our programs, calls for employment, nominations for awards and elections, including those who identify as Indigenous, Black, people of colour, 2SLGBTQIA+ individuals, people with disabilities, and members of equity seeking communities.

FMO is signatory to the Breaking Down Racial Barriers and its anti-racism action plan, and is signatory to the Anti-Harassment in the Music Industry pledge. We strive to attract, develop, and retain highly talented employees and board members from diverse backgrounds, allowing us to benefit from a wide variety of experiences and perspectives.