

INFORMATIONAL TOOL FOR THE CREATION OF AN EDIA-R POLICY

Why does your company need an EDIA-R policy?

Because we all need to treat people well and we need to demonstrate what we are doing to make that happen. We want artists, staff, crew, technicians, board members, volunteers, and stakeholders to know that PACT companies are safe places to work and support; that they won't face discrimination or harassment; that there are core values that PACT companies have all agreed to align with.

This policy needs to be a transparent, authentic, and enforceable outline of how we are expected to treat each other – drawing up a value system for the organization, rehearsal hall and boardroom.

This policy is a living document that should be reviewed consistently and updated as applicable, to ensure a continued alignment between the policy, action and the member company.

Beyond the aforementioned, having an EDIA-R policy is simply best practice and is encouraged and oftentimes mandated by funding bodies on municipal, provincial and federal levels.

What does an EDIA-R policy do?

An EDIA-R policy contains guiding principles intended to orient our commitments and actions and guide the everyday behaviour of our organization. It gives an organization the means to prevent inappropriate behaviour and react swiftly to discrimination on any of the 14 grounds prohibited by law: age, social condition, political convictions, civil status, pregnancy, ability, language, sexual orientation, race, colour, ethnic or national origin, religion, and sex.

How do you define your community?

Who do you serve and work with?

How does that definition impact the creation of a policy?

Are you culturally mandated? Do you have a specific community that you serve who are marginalized? Do you run an institution? Do you recognize any colonial practices in your organization that you understand need to be dismantled and transformed?

Some questions to consider (in no particular order):

- Think about how to tailor this policy to your organization, artistic practice, desired audience.
- How do you fit these goals into your artistic mandate? The play itself is only one part of the storytelling piece.
- How can you use your platform to provide opportunities for others to share their stories and access your audiences? Do you know where/how to attract diverse storytellers?

- How do you expand these goals into administration, crew, technicians, volunteer base and board? Do you know where/how to attract individuals who can bring a more diverse perspective to your organization?
- Have you looked for opportunities to get outside perspective/consultation on how your organization is currently working? Include the community you are hoping to welcome to your organization, to the conversation.
 - o Would you be willing to hold a townhall with your staff, board, crew, technicians, community member stakeholders, donors, supporters to discuss this?
 - o When including any consultant in these conversations, have you considered about what fair compensation would be, for their time?
 - o Do you have community organizations that support those from marginalized communities who you can include and compensate?
- Have you started the conversation with your board to propose that an EDIA-R policy be created and included in the governance of your organization?
- Have you done an audit of how the staff, crew, technicians, and volunteers in your organization feel about this conversation? Are you confident that they all align with the core values that the leadership is moving forward?
- Are you going to do this work with the board and staff, crew, and technicians conjointly or separately? Consider starting with the board who express and hold the org accountable to its core values.
- Where are the opportunities to create a lasting relationship with the community organizations, consultants, and community members you have welcomed into this conversation? How do you make this become an ongoing value shift?
- Who is going to review this document to make sure it stays current? How often will you review it? Whose job is it to make this policy known to those working at the theatre? Will this be on your website?
- Can you identify changes you would like to implement in the next year/season?

What barriers is your organization facing that is hindering your equity, diversity, and inclusion goals? What do you need to get past those barriers?

- What training have you already done?
- What additional training is available to you to help achieve these goals?
- What else do you need to achieve these goals?
- Can you identify the resources that you will need (e.g., cost, consultancy, staff time, training)?

This document was created by PACT's HR Committee. If you have any questions or suggestions for improving this document, please contact [Kathryn Westoll](#).

For some more EDI-R resources, click this [link](#)!