



Inclusivity, Diversity & Equity Policy

The Prince Edward County Arts Council (County Arts) is a not-for-profit arts service organization. Our activities serve and support our membership; strengthen the creative, social, cultural, educational and economic vibrancy of the PEC arts sector; and enrich community life by addressing social issues identified in The County Foundation's Vital Signs report.

County Arts is committed to a culture of equity, diversity, and inclusivity. We value artists who express and reflect our diverse stories, histories, communities, cultures and artistic practices. We are committed to reflecting and including the diversity of this place, and fostering a sense of belonging, in our organization.

County Arts will: integrate principles of diversity, equity, inclusiveness, and responsiveness into its policies, programs, partnerships and services; address systemic barriers and challenges; and engage with community members representing the diversity of our community.

County Arts is an equal opportunity employer, proudly supporting the following principles:

Diversity:

- The presence, expressions and participation of the diversity of individuals and communities co-existing in the general culture of a society.
- The explicit recognition that the contribution and participation of all peoples have the potential of equal value and benefit to the society at large.

Equity:

- Promoting fair conditions for all persons to fully participate in society.
- Recognizing that while all people have the right to be treated equally, not all experience equal access to resources, opportunities or benefits.
- Achieving equality does not necessarily mean treating individuals or groups in the same way, but may require the use of specific measures to ensure fairness.

Inclusivity:

- Including and providing equal access to opportunities and resources to people who might otherwise be traditionally under-represented, excluded or marginalized, such as those who have physical or mental disabilities and members of minority groups.

- Fostering a welcoming, barrier-free environment and building relationships with communities who may have faced historical and/or systemic barriers.

County Arts applies these principles to every aspect of employment (recruitment, hiring, training, advancement, and termination), and across all of its programs and services, including the Artist Fund, Artist Residency Program, Art in the County, Arts Trail, Artscene, County Collection, County Kids Read, County Arts Lab, PEC Studio Tour, Student Arts Award and The Maker's Hand.

Respectful Work Environment and Relationships

County Arts believes that all stakeholders including employees, volunteers, members, partners and event participants deserve to be treated with respect and dignity in environments that are free of harassment, violence and discrimination.

County Arts will not tolerate discrimination or harassment, including discrimination based on race, age, culture, physical ability, ethnicity or nationality, gender, gender identity and expression, sex, sexual orientation, marital status, religious affiliation and socioeconomic status. County Arts is also fully committed to the prevention of workplace violence, and has Policies and Programs in place to help prevent and address workplace violence and harassment. We invite all County Arts stakeholders to become familiar with and act in accordance with these policies (links below).

County Arts' staff, board and volunteers have important roles to play in supporting and promoting principles of diversity, inclusiveness and equity in all County Arts undertakings. We reserve the right to disassociate with any person or organization found to act in contravention of these principles and policy.

Incident Response: Incidents of harassment or discrimination or any concerns relating to this Policy should be reported to the County Arts Executive Director or, in the case of a staff-related concern, to an Executive Member of the Board of Directors. Complaints will be investigated and documented and may be undertaken by a neutral third party as appropriate. Disciplinary and/or remedial action will be taken for those who are found to have acted against the principles and commitments described in this Policy. Where applicable, the Incident Response procedures outlined in the County Arts Policies and Programs on Workplace Harassment and Violence will be followed.

Links:

-Workplace Violence - [Policy](#) and [Program](#)

-Workplace Harassment - [Policy](#) and [Program](#)