

## **DIVERSITY AND INCLUSION POLICY MISSION**

The Toronto Fringe is a non-profit, registered charity dedicated to creating opportunities for both emerging and established artists to produce their work with artistic freedom while engaging members of the community by making productions as affordable and accessible as possible.

In order to implement our mission of being “a platform for everyone to access, discover, and experiment with the arts.’ we produce two important festivals - the Toronto Fringe Festival and the Next Stage Theatre Festival.

The Toronto Fringe is committed to diversity and inclusivity at all levels of our company. Our policies and practices encourage positive attitudes throughout the organization.

We will make every effort to identify and remove any barriers to inclusion within all aspects of the organization by making decisions and communicating without regard to ethnicity, age, gender identity or expression, color, disability, national origin, family or marital status, language, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, or any other characteristics that make our communities and individuals unique.

We will continue to be reflective of the community we live in and are committed to employment equity and diversity. We welcome and encourage applications from people with disabilities. We make accommodations available upon request for candidates taking part in all aspects of the selection process.

This will be reflected in our volunteer pool, staff and board of directors as well as all those that use the organization, whether through Festival participation, or through other ancillary events.

### **The benefits of an inclusive approach include:**

- Broadening the perspective, innovation and skills of the organizations through diversity of thought
- Strengthening the artistic integrity of the community as a whole
- Serving as a model of fairness, equity, and equality of opportunity for our communities
- Developing individuals’ skills such as cultural self-awareness and cross-cultural communication by learning from one another through our individual and collective narratives
- Extending opportunities for partnerships, markets and audiences
- Expanding outreach and enhancing community engagement in order to stay relevant to our growing and ever diversifying communities

# TORONTO FRINGE

The Toronto Fringe recognizes there is ongoing work required to reach our goals surrounding this policy and we are committed to realizing them.

## **Definitions**

The Toronto Fringe bases all understandings and policies on these commonly accepted definitions:

**Diversity:** the presence of a wide range of human qualities and attributes within an individual, group or organization. Diversity includes such factors as age, sex, race, ethnicity, physical and intellectual ability, religion, sexual orientation, educational background and expertise.

**Inclusion:** appreciating and using our unique differences – strengths, talents, weaknesses and frailties – in a way that shows respect for the individual and ultimately creates a dynamic multidimensional organization.

## **Responsibilities:**

Board of Directors: to approve and review diversity policy.

Toronto Fringe management: To oversee the day to day implementation; staff will embody the values and support implementation.

All employees: To treat all other employees, partners, and stakeholders with dignity and respect and in a fair and non-discriminatory manner in all employment and customer service related dealings.

## **Accommodation**

In order to discharge its obligations under this policy, The Toronto Fringe will make all reasonable efforts to accommodate the particular needs of employees and volunteers, subject to operational requirements.

## **Legal**

We will follow legal requirements of the Ontario Human Rights Act, Ontario Equity Act and the Accessibility for Ontarians with Disabilities Act.

Please see also separate policies on, Accessibility for Ontarians with Disabilities Act, Health and Safety, Privacy and our Good Neighbour policy