



Our Inclusion, Diversity, Equity and Accessibility Declaration

COMMITMENTS

The Etobicoke Philharmonic Orchestra is committed to inclusion, diversity, equity, and accessibility. Because we care about the vitality of our art form, we seek to better understand, reflect, engage, and celebrate our diverse community.

ACKNOWLEDGEMENTS

We acknowledge that we benefit from supportive public policy and community investment, and we acknowledge our responsibility to Western classical music traditions, to music of other cultures, and to the development of music inspired by the diversity of the people of Canada.

DEFINITIONS

Inclusion: The commitment to ensure active engagement of all people, and the removal or mitigation of barriers to that engagement.

Diversity: The representation of all people, including but not limited to: Indigenous peoples, people of varied gender identities, gender expressions and sexual orientation, ethno-culturally diverse groups, people with (dis)abilities (including physical, mental health, sensory, learning and/or chronic health disabilities), diverse language communities, people of various ages, people of varied socio-economic status, and people living in urban, suburban, rural, and remote communities.

Equity: Access to opportunities for all individuals.

Accessibility: The ability for all individuals to access, connect to, be aware of, and benefit from a system or organization.

GENERAL PRACTICES

We are **supportive partners**, developing mutually beneficial artistic and community collaborations with individuals and groups with diverse perspectives.

We engage in **ongoing internal training and education** to strengthen our work in inclusion, diversity, equity and accessibility.

We are **familiar with funders' requirements and legislation** governing inclusion, diversity, equity, and accessibility, and seek to meet or exceed these standards.

We acknowledge that **our approaches to this important work will evolve over time.**

LEADERSHIP

Leaders champion the commitment to inclusion, diversity, equity, and accessibility.

ARTISTIC PROGRAMMING

Our artistic programming reflects our commitment to inclusion, diversity, equity, and accessibility.

TALENT DEVELOPMENT

We acknowledge and articulate our role in developing future generations of orchestral musicians, conductors, and composers, and we help address inequalities of access to training and development opportunities, on our own or with partners.

RECRUITMENT

We consider tactical, strategic, and systemic factors as we recruit, retain, develop, and promote diverse artists, orchestra and administrative personnel, board members, and volunteers.

AUDIENCES

We gather and use comprehensive, current information about demographics and trends in the communities we serve.

Recognizing that everyone has the right to participate freely in the cultural life of the community, we identify and work to mitigate factors that impede access to involvement in classical and/or symphonic music.

We work with our venues to create genuinely welcoming and safe spaces for all patrons.

