



STILL MOON ARTS

## Still Moon Arts Society

3690 Vanness Avenue, Vancouver, B.C. V5R 5B6

[www.stillmoonarts.ca](http://www.stillmoonarts.ca)

Charitable Registration # 85625 3943 RR0001

# JUSTICE, DIVERSITY, EQUITY AND INCLUSION POLICY

## 1. Preamble:

Still Moon Arts Society (Still Moon) inspires vibrant and connected communities by creating artistic experiences and nurturing a passion for nature.

Our belief in the power of artistic experiences to move and engage people guides us as we continue to bring together art, environment, and community in the Renfrew-Collingwood neighbourhood and along the Still Creek corridor.

Since its inception in 2004, we have used art to raise awareness and bring about positive change by mobilizing the local community and government partners to restore the Renfrew Ravine from a neglected dumping ground to a place of wonder, natural beauty, and educational opportunities.

Our Vision: A Still Creek neighbourhood where people live as part of a healthy ecosystem, and participate in a community where the arts thrive.

## 2. Commitment:

Still Moon recognizes that we serve a diverse society, and it is our goal to ensure our programming and our organization mirror our community.

Still Moon is committed to workplace diversity with respect to all aspects of employment and volunteerism. We strive to create and foster a supportive and understanding environment in which all individuals realize their maximum potential within the organization, regardless of our differences. Still Moon will endeavour to ensure that the workplace, all policies, procedures and practices, are free of deliberate or unintentional systemic barriers so that no one is disadvantaged.

Still Moon will make every effort to identify and remove barriers to inclusion as well as create an inclusive approach in all of our operations. Still Moon believes in treating all people with respect, dignity, and fairness and welcomes individuals, organizations and communities of all backgrounds including: of any race, ancestry, place of origin, colour, ethnic origin, ability, neuro-divergence, citizenship, religious beliefs, sexual orientation, gender identity, gender expression, same sex partnership, age, marital status, family status, immigration status, receipt of public assistance, history of mental health issues, health status, political affiliation, learning difference, level of literacy, accent, first language, body type, physical appearance and abilities, stature and socio-economic status.

Still Moon is not complacent about its progress to date, and recognizes that there is more work to be done to achieve diversity in all of its activities.



STILL MOON ARTS

## Still Moon Arts Society

3690 Vanness Avenue, Vancouver, B.C. V5R 5B6

[www.stillmoonarts.ca](http://www.stillmoonarts.ca)

Charitable Registration # 85625 3943 RR0001

### 3. Definitions:

Still Moon bases all understandings and policies on these commonly accepted definitions:

**Justice:** means giving each person what they deserve or, in more traditional terms, giving each person their due. Justice and fairness are closely related terms that are often used interchangeably.

**Equity:** refers to the system of justice and fairness, where there is an even-handed treatment of all the people. Equality is when everyone is treated the same way, without giving any effect to their needs and requirements.

**Diversity:** the presence of a wide range of human qualities and attributes within an individual, group or organization. Diversity includes such factors as age, race, physical and intellectual ability, religion, sexual orientation, gender identity, 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 multi-dimensional organization

### 4. Strategy

The benefits of an inclusive approach include:

- Expanding the pool of talent thereby enhancing creative diversity and innovation
- Training new generations from a range of backgrounds in order to address succession challenges
- Broadening the perspective and skills of the organization and its leaders as they adapt to change
- Developing individuals' skills such as cultural self-awareness and cross-cultural communication
- Extending opportunities for partnerships, markets and audiences
- Expanding outreach and enhancing community engagement

Still Moon strives to:

- Work to remove barriers to participation in programs, employment opportunities, volunteerism, membership in the Society and participation in its board of directors
- Create an environment in which individual differences and the contributions of all team members are recognized and valued
- Create a working environment that promotes dignity and respect for every employee, contractor, volunteer, artist or guest



STILL MOON ARTS

## Still Moon Arts Society

3690 Vanness Avenue, Vancouver, B.C. V5R 5B6

www.stillmoonarts.ca

Charitable Registration # 85625 3943 RR0001

- Not tolerate any form of intimidation, bullying or harassment
- Promote equality in the workplace
- Encourage anyone who feels that they have been subject to discrimination to raise their concerns so that we can apply corrective measures
- Have measures/systems in place to ensure people are comfortable/able to raise concerns
- Ensure team members treat everyone with dignity and respect
- Make training, development, and progression opportunities available to staff
- Create diversity and inclusion training for all team members including management training for recruitment, hiring, performance management, and promotion practices
- Create a policy review committee or working group, tasked with ensuring this policy is articulated in the day-to-day operations and the strategic direction of the organization
- Regularly review all of our employment practices and procedures so that fairness is maintained at all times

### 5. Responsibilities:

Board of Directors: to approve and review the policy

Management: to oversee day-to-day implementation; staff will embody the values and support implementation

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

### 6. Legal:

We will follow the legal requirements of the BC Human Rights Code.

In order to discharge its obligations under this policy, Still Moon will make all reasonable efforts to accommodate the particular needs of employees, contractors, volunteers, artists and guests subject to operational requirements.

### 7. Policy Review Schedule:

All policies are reviewed annually. Policies are in review January through March.

### 8. Acknowledgement and Agreement

I, \_\_\_\_\_, have read and agree to all of the sections of the Still Moon JEDI Policy. I agree to adhere to this policy and will ensure that



STILL MOON ARTS

### Still Moon Arts Society

3690 Vanness Avenue, Vancouver, B.C. V5R 5B6

www.stillmoonarts.ca

Charitable Registration # 85625 3943 RR0001

employees, contractors and volunteers working under my direction adhere to this policy. I understand that if I violate the rules/procedures outlined in this policy, I may face disciplinary action, up to and including termination of employment.

\_\_\_\_\_  
EMPLOYEE SIGNATURE

\_\_\_\_\_  
DATE

Approved Date:	April 5, 2023	Approved By:	
Review Date:		Approved By:	