

2.2 Strengthen inclusion

“ Strengthen inclusion by welcoming and embracing different perspectives, particularly with Youth, Newcomers, Francophones, Sign Languages, and other language minorities. This will result in enhanced empathy and opportunities for storytelling.

Context

We vow to strengthen inclusion by embracing different perspectives from justice-deserving groups of all kinds. Recognizing the richness inclusion brings, we aim to promote collaboration and empathy while breaking down barriers for stronger communities.

This pledge is particularly important to our work with Youth, Newcomers, Francophones, Sign Languages (D/deaf), and other language minorities, who are historically underrepresented in arts and culture spaces. By prioritizing the viewpoints of these and other diverse groups, we aim to amplify their contributions, create equitable opportunities for engagement, and cultivate a more caring and empathetic society.

As our Founder approaches retirement age, we are focused on addressing gaps and ensuring a smooth transition in our leadership by strengthening our connections with the next generation from non-English backgrounds, including Francophones and those from Sign Language communities. By doing so, we will cultivate a more inclusive culture where everyone can thrive regardless of background.

Care

Our approach to care for this pledge includes nurturing wisdoms, ecosystems, and platforms that strengthen inclusion.

Wisdoms

Ecosystems

Platforms

Codicil

Additional notes and reflections about this pledge to be added to this section over time, including ties to caring internal and external practices, impact evaluation, identification of gaps and barriers, unanswered questions, learning insights, and more.

Internal practices

What are some of the internal practices that we will draw upon to fulfill this pledge?

External practices

What are some of the external practices that we will draw upon to fulfill this pledge?

Impact practices

What are some of external impact practices that we can draw upon to track and evaluate our impact for this pledge? Among others, these could include Sustainable Development Goals (SDG); Environment, Sustainability, Governance (ESG); Canadian Index of Wellbeing (CIW); Vital Signs; Equitable Evaluation Framework (EEF); and a variety of qualitative impact frameworks in arts and culture.

Sustainable Development Goals (SDG)

Environmental, Social, Governance (ESG)

Canadian Index of Wellbeing (CIW)

Vital Signs

Equitable Evaluation Framework (EEF)

Qualitative Impact Measures

Gaps and barriers

What are some of the gaps and barriers we anticipate or experience in advancing this pledge?

Unanswered questions

What are some of the unanswered questions we anticipate or experience in advancing this pledge?

Learning insights

What are some of the learning insights we anticipate or experience in advancing this pledge?

Additional resources

What are additional resources that have helped us fulfill this pledge?

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