

## 2.4 Boost equity

**“ Boost equity by ensuring justice, fairness, and equality, particularly with Outside the Core and Low-income communities. This will result in improved representation and participation.**

### Context

We vow to boost equity by ensuring fairness and equality with justice-deserving communities in our society. Recognizing equity as a human right, we aim to cultivate spaces where everyone can participate in and benefit from arts and culture experiences regardless of background, identity, or socioeconomic status.

This pledge is essential to our work with Outside the Core (suburban, rural, and remote), Low-income (families, gig workers, and small to mid-sized entities), and other diverse groups from all disciplines in the artistic, creative, and cultural industries. Recognizing the disparities they face, we aim to dismantle barriers and create pathways for meaningful participation by strengthening representation, social justice, and economic inclusion.

With multiple staff who have grown up or currently reside in a rural community, we value and remain deeply committed to strengthening the cultural and economic vitality of communities outside urban centers. This dedication drives our efforts to ensure that all communities can thrive and prosper, regardless of their location or economic condition. We also remain steadfastly committed to uplifting the socioeconomic and cultural vitality of gig workers and other low-income groups.

### Care

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

### 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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Revision #5

Created 7 December 2024 13:13:28 by ArtsPond

Updated 10 December 2024 02:04:09 by ArtsPond