

vi. Acknowledgements

Indigenous land acknowledgement

We honour the traditional territories of Indigenous peoples who have cared for this land now called Canada for countless generations.

From our office in Tkaronto (Toronto), we express gratitude for the opportunity to live and work on the ancestral lands of the Anishinaabeg, Chippewa, Haudenosaunee, Huron-Wendat, and Mississaugas of the Credit. These territories are part of Treaty 13 and the Dish with One Spoon Wampum Covenant and are now home to many diverse Indigenous nations, including First Nations, Inuit, and Métis peoples.

We recognize Indigenous peoples as caretakers of Turtle Island (North and Central America) and honour their traditions, cultures, and legacies in all realms of life, including digital spaces. We also acknowledge the harms of settler colonialism, including the loss of lands, languages, and traditions.

Arts and culture have a vital role in healing and decolonizing. We commit to supporting Indigenous sovereignty, self-determination, self-reliance, and self-government, and advancing recommendations to the Truth and Reconciliation Commission. We commit to supporting Indigenous-led movements such as Land Back, financial support for residential school survivors, and striving for a future where Indigenous and non-Indigenous communities thrive together. We also commit to ensuring our work in digital spaces are in accordance with Indigenous sovereignty, protocols, and practices.

African ancestral acknowledgement

We honour the ancestors of African origin and descent, including those who came here by choice and those brought here through the violence of the transatlantic slave trade and slavery. Their strengths and contributions continue to shape our communities and culture in profound ways.

We acknowledge the ongoing impacts of anti-Black racism, systemic discrimination, and violence rooted in colonialism, capitalism, and white supremacy. These injustices persist in education, healthcare, and the criminal justice system, where over-policing and incarceration disproportionately harm Black communities.

Arts and culture are powerful tools to confront these harmful legacies, amplify Black voices, and celebrate Black excellence. We commit to supporting Black-led initiatives like Black Lives Matter and cultivating spaces where African descendants are empowered and communities flourish.

Deaf and disability acknowledgement

We honour the contributions of D/deaf and Disabled communities, whose creativity, traditions, and perspectives enrich our culture and society. Their leadership in nurturing care, connection, and accessibility inspires us all.

We acknowledge the ongoing impacts of ableism, audism, and other forms of discrimination that have excluded D/deaf and Disabled people from public life and decision-making. These systems have created barriers to education, employment, healthcare, and social inclusion.

Arts and culture can play a powerful role in amplifying D/deaf and Disabled voices, cultivating connection, and challenging stigma. We commit to making these spaces truly accessible and equitable, advancing the principles of Disability Justice, Deafhood, and Deaf Gain to ensure everyone has the opportunity to thrive. We also commit to advancing intersectional approaches to equity and justice that meaningfully address how race, gender, and other identities intersect with Disability and Deaf experiences, including the ways harm may be compounded at these intersections.

2SLGBTQIA+ acknowledgement

We honour the contributions of 2SLGBTQIA+ people, including Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, Questioning, Intersex, Asexual, and other gender and sexual diverse communities. Their resilience, creativity, and leadership have enriched our culture and pushed for greater inclusion, equity, and justice for all.

We acknowledge the harms caused by systemic discrimination, homophobia, transphobia, and the erasure of 2SLGBTQIA+ identities and histories. These injustices persist in many areas, including healthcare, education, employment, and public safety, disproportionately affecting those at the intersections of race, ability, class, and Indigeneity.

Arts and culture are powerful tools to celebrate 2SLGBTQIA+ voices, preserving histories, and strengthening connection and understanding. We commit to creating safer and affirming spaces, supporting 2SLGBTQIA+ leadership, and advocating for a world where everyone can express their identity freely and grow.

Women, trans, and non-binary acknowledgement

We honour the invaluable contributions of Women, Trans, and Non-binary people in shaping Canada's arts and culture. Their creativity, leadership, and resilience challenge systemic barriers rooted in sexism, transmisogyny, and colonial gender norms, which disproportionately affect those at the intersections of race, Indigeneity, class, and disability.

Movements such as #MeToo, Trans Day of Visibility, and Gender Equity in the Arts have been critical in advancing equity and amplifying voices that have been historically silenced. We commit to supporting these and other efforts by cultivating inclusive spaces, addressing systemic inequities in leadership and funding, and celebrating the contributions of Women, Trans, and Non-binary individuals in all areas of arts and culture. Together, we strive for a thriving, equitable, and diverse cultural landscape where all can create and flourish freely.

Youth acknowledgement

We believe youth play a vital role in enabling, leading, guiding, and supporting positive social change and care in their communities. We are forever inspired by youth who are actively fighting for healthy, sustainable, equitable human ecosystems in brick and mortar neighbourhoods, in digital spaces, and in the environment.

We dedicate ourselves to empowering the dreams of young Canadian changemakers, including artists, creators, designers, producers, entrepreneurs, technologists, thought leaders, urban planners, sustainability practitioners, architects, environmentalists, economists, politicians, researchers, educators, and more.

To do so, we commit to hiring more youth within our organization to amplify their voices and perspectives, supporting youth-led initiatives that champion innovation and equity, and providing professional development opportunities tailored to the unique needs and aspirations of young people. We are also committed to creating spaces for youth-driven dialogue and leadership to shape decision-making and influence change, while championing the creative and cultural contributions of youth across all sectors and communities.

We pledge to listen deeply to youth and let their insights transform us for the better, every day.

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