

C Magazine Equity Policy

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In 2018 the C The Visual Arts Foundation (“C Magazine”) Board of Directors initiated the development of a draft equity policy. This draft policy will be made public for feedback and will inform the organization’s 2020 Strategic Plan and Equity Goals (2020-2025).

1. Introduction

C The Visual Arts Foundation (“C Magazine”) is a visual art service organization whose primary activity is publishing C Magazine, an internationally recognized contemporary art criticism periodical committed to providing high quality and relevant forums for significant ideas in art and culture. C Magazine acknowledges that equitable access and inclusion for those that wish to

engage with these ideas and our programs is essential to our goal of creating a barrier-free organization that reflects the plurality of Canadian and international art.

2. Equity Statement of Aims

C Magazine considers the inclusion of perspectives fostered by voices from diverse groups to be of central importance to any successful endeavour of the magazine. We aim to empower all the members of our community, with priority given to Indigenous peoples, persons of colour, deaf, mad and disabled, 2SLGBTQIPA+, early-career and regional persons, without barriers or discrimination related to characteristics such as race, ethnicity, disability, gender, sexual orientation, age, economic means and geographic location and religion.

Working towards an inclusive understanding of art is essential for the vitality of contemporary art, art criticism, its communities and more broadly, society. C Magazine acknowledges that the majority of discourses pertaining to contemporary visual art and its historical canon, including critical frameworks, language, literature and aesthetics, have been informed by Western European thought, values and practices, and that they continue to be predominantly Euro-centric, systematically excluding non-Western forms, ideas and artistic expressions.

C Magazine hopes to achieve its aims by applying this policy to all of its activities and to the makeup of the organization, inclusive of its employees, board of directors, contributors, advisors, volunteers, and other representatives

2.1 Short Statement of Aims:

C Magazine acknowledges that the majority of discourses pertaining to contemporary visual art have been informed by Western European thought, values and practices. The inclusion of perspectives from diverse groups is central to the vitality of contemporary art, art criticism, its communities and more broadly, society. In all of our activities, we aim to challenge historical bias by empowering voices from the diverse art communities and equity-seeking groups we serve, including Indigenous, persons of colour, deaf, mad and disabled, 2SLGBTQIPA+, early-career and regional persons, without barriers or discrimination.

3. Vision

As a publicly-funded art organization with the purpose to educate the general public on matters concerning Contemporary Art, *C Magazine* is inspired by the values of the Canadian artists we serve. We are responsive, equitable and inclusive in supporting diverse artists, artistic practices, arts communities and diversity within our own organization. In recognition of our role within a broader arts community we are transparent with our processes, sharing our progress with other arts organizations in an effort to improve the overall equity, diversity and accessibility of our community.

4. Values

Responsiveness: C Magazine is inspired by and strives to serve the varied needs and interests of diverse artists, contributors and readers from communities across Canada, and ensure that effective mechanisms exist for those who wish to share their feedback.

Inclusiveness: C Magazine builds relationships with communities historically under-represented and under-involved in C Magazine and fosters a welcoming environment free of barriers and discrimination related to personal characteristics as defined by the Ontario Human Rights Code (Part I.) and the Constitution of Canada (Section 15.).

Diversity: Our Board of Directors and staff members continually work to reflect the diversity of the public we serve, and put in place practical measures that improve the diversity of our organization.

Leadership: C Magazine strives to integrate equity and anti-oppression principles into all its activities, operations and partnerships at every opportunity, addressing systemic barriers and historical challenges and sharing its progress with fellow arts organizations.

5. Guiding Anti-Oppression Principles

C Magazine recognizes the oppressions that exist in our society and seeks to mitigate their effects and help to eventually equalize the power imbalance in our communities. This is an ongoing process as we work on this issue both internally and externally. C Magazine is an organization committed to the following guiding principles:

- **Eliminating all forms of oppression** in its provision of programs and services in order to create and maintain a safe, welcoming, inclusive and accessible environment that facilitates open and respectful participation of stakeholders and employees alike
- **Challenging all forms of oppression** in our activities, on an ongoing basis
- **Examining and improving our practices**, policies and protocols, on an ongoing basis, to ensure compliance with this policy and anti-oppression principles, including dignity, independence, inclusion and equal opportunity
- **Educating partners and the public** about the impact of the various oppressions
- **Advocating for change**, acknowledging that inequitable practices and resource distribution and utilization create systemic barriers for different communities
- **Supporting other work that is being carried out**, including community initiatives and networks that are committed to the elimination of oppression in all its forms

6. Objectives and Outcomes

C Magazine aims to attain the following objectives and outcomes, as resources allow, by applying an equity framework across the organization that reflects the latest research and proven methodologies:

- **Strengthen the organization's culture through the application of anti-oppression principles** in decision-making, communications and processes as they are identified
- **Continually increase our knowledge of effective equity and diversity practices** to enhance individual and organizational performance; including providing anti-oppression training for staff, board, advisors and other representatives.
- **Ensure our communications and processes are free of structural oppression**, including those for receiving and responding to internal and external feedback
- **Implement an Affirmative Action Program** with hiring and nominations procedures; set and strive to meet our Affirmative Action Goal for inclusion of equity-seeking groups
- **Prioritize the inclusion of equity-seeking groups** in our activities and services; set and strive to meet our Contributor Equity Goal and Organizational Makeup Equity Goal
- **Actively support and develop the capacity of diverse contributors** from equity-seeking groups to participate fully and equally in Canadian contemporary art discourse.
- **Ensure our distribution platforms, content and programming are accessible** and reflect Toronto, Ontario and Canada's diversity
- **Make the community aware of our commitment** to equity-seeking groups
- **Track, measure and report progress** toward achieving our vision, objectives and goals
- **Allocate resources to pursue our equity and diversity objectives** to the best of our ability

7. Accountability

C Magazine considers compliance with applicable federal and provincial equity and human rights-related legislation and regulation to be the minimum of our efforts, and aspires to implement this Equity Policy and the [C Magazine Accessibility Policy](#) to the fullest extent possible.

The Board of Directors is accountable for:

- Governance of this policy
- Promoting this policy throughout the organization and driving the culture of the organization to a high level of understanding regarding equity and diversity
- Implementing Affirmative Action procedures for nominations and leadership hires
- Ensuring equity training for board members and leadership staff
- Actively working with staff to innovate and ensure the Strategic Plan reflects this policy and has associated Strategic Equity Goals

Staff is accountable for:

- Implementing and reporting on this policy
- Driving the organization's workplace culture to a high level of understanding regarding equity, diversity and inclusion
- Implementing Affirmative Action procedures for staff managed hires, when required

- Ensuring that the employees they supervise are aware of and adhere to this policy
- Providing requested accommodation in the workplace and for C Magazine events
- Ensuring the Strategic Plan reflects this policy and actively working with the board to innovate and set equity-related Equity Goals: Human Resource Equity Goal, Contributor Equity Goal, and an overall Organizational Makeup Equity Goal (currently calculated using the CCA Equity assessment tool)

8. Equity Priority Groups

There are a number of historically disadvantaged groups that experience barriers to full participation in Canadian society and the national arts sector. C Magazine aligns its priorities with the equity priority groups defined in the Toronto Arts Council's (TAC) Equity Framework: Indigenous; Persons of Colour; Deaf Persons, Persons with Disabilities and Persons Living with Mental Illness; 2SLGBTQIPA+. We also aim to increase diversity with the inclusion of those working outside the metropolitan centres, newcomers and refugees, young and emerging talent and those who face socio-economic barriers. C Magazine acknowledges that these communities are not mutually exclusive and that individuals may self-identify as belonging to more than one community and experience multiple and interconnected layers of oppression.

9. Affirmative Action (AA) Program

C Magazine aims to correct its history of homogenous recruitment, hiring and appointment of predominantly white European members of the community by identifying and removing barriers that prevent any person from any equity-seeking group from working in any capacity, paid and unpaid, within the organization.

The implementation of an Affirmative Action (AA) Program in employment and recruitment is the recognized systematic method for workplace parties to identify and redress systemic discrimination and barriers to inclusion.

C Magazine's Affirmative Action Program is inspired and informed by the York University Affirmative Action Program (Toronto), and will be implemented, subject to available resources, by Hiring and Nominations Committees, as well as by staff hiring managers.

The C Magazine Affirmative Action Program program plan consists of:

9.1 Affirmative Action (AA) Procedures

9.2 Training

C Magazine will strive to provide training that aligns with C Magazine policies, and applicable legislation and standards concerning employment equity and accessibility, including the Ontario Human Rights Code, as it pertains to persons from equity-seeking groups. Training will be provided to permanent employees and members of the Board of Director's standing Executive and Equity Committee.

All persons who work directly with C Magazine staff or the public under a contractual agreement with C Magazine will be offered online training. Appropriate records of training will be maintained.

9.3 Employment Communication Standards

Recruitment: C Magazine will invite its employees and all external applicants to voluntarily self-identify to participate in the Affirmative Action Program, and will inform them of its policies for accommodating employees with disabilities in its recruitment process.

Assessment: C Magazine will invite all applicants to voluntarily self-identify to participate in the Affirmative Action Program, and will inform them of its policies for accommodating employees with disabilities when they are individually notified of being selected to participate in a job or Board Member selection process.

Notice to Successful Applicants: C Magazine will, when presenting offers of employment, notify the successful applicant of its Equity Policy and its Accessibility Policy for accommodating employees with disabilities.

Informing Employees of Supports: C Magazine aspires to ensure that employees will be informed of any and all equity and accessibility policies (and any updates to those policies). New employees will be provided this information upon commencing employment.

9.4 Tracking, Measurement and Reporting

Contributors and Collaborators: Contributor Agreement with voluntary self-identification; content and contributor tracking (staff to report annually)(location:

Dropbox/CmagazineTeam/C Magazine Editorial/C Tracking + Contributors/)

Organizational Makeup: CCA Diversity Evaluation Tool (ED submits annually to CCA and the Board)(location: ED Files/Board/Equity Committee/)

Accessibility Requests: C Accessibility Requirements & Tracking (staff to record)(location: ED Files/Board/Equity Committee/)

Affirmative Action Hiring: Voluntary Self-Identification form, Application Assessment Rubric; these and hiring communications are retained until hiring is complete), Recommendation to Hire report form (Hiring Committee to submit to the Board HR Committee)(location: ED Files/Board/Executive/HR/Hiring/)

Affirmative Action Nominations: Voluntary self-identification, Board Assessment Matrix, Nomination Policy Recommendation to Appoint report form (Nominations Committee to submit to the Board)(location: ED Files/Board/Executive/Nominations/)

10. Glossary of Language and Key Terms

C Magazine offers the following set of definitions to better articulate the challenges, strategies and methodologies addressed by this policy.

2SLGBTQIAP refers to individuals who self-identify as lesbian, gay, bisexual, transgender, transsexual, queer, intersex, asexual, pansexual or two-spirited.

Access is the ability of or extent to which communities or individuals can attain resources and opportunities to fully participate in society.

Accommodation is an adjustment made to policies and practices that enable individuals equal access to social resources and equal opportunities to participate in the workplace and in broader society. Accommodations can take shape in structural and institutional changes, as well as physical adjustments to an environment.

Affirmative action is the policy of actively promoting the education, employment and participation of members from historically marginalized groups. The goal of affirmative action is to bridge the gap between inequalities of employment and pay, access to education and to promote diversity. It recognizes the necessity for special measures and makes accommodations for difference to equalize access, which have taken the form of quota systems or giving special consideration in selection processes.

Anti-racism is a set of practices and systems designed to eliminate racism. Racism includes ideologies, prejudiced attitudes, discriminatory behaviours, structural arrangements and institutionalized practices resulting in racial inequality, as well as the fallacious notion that discriminatory relations between groups are morally and scientifically justifiable.

Anti-oppression is a set of practices that seeks to remove the oppression and subordination of people and communities in order to equalize the power imbalance in society. Oppression is the use of structural and institutional power to disenfranchise, marginalize, silence or otherwise subordinate, exclude or otherwise subordinate an individual, social group or category on the basis on race, ethnicity, creed, class, gender, sexual orientation, gender orientation, immigration status, country of origin, religion, mental health status, age and ability. Social oppression may not require formally established organizational support to achieve its desired effect; it may be applied on a more informal, yet more focused, individual basis. Oppression is often applied in order to further empower and/or privilege the oppressor.

Given the intersectional nature of identity, forms of oppression are interlinked and mutually reinforcing. As such, all forms of oppression cannot be addressed in isolation, and all struggles against oppression must be integrated with the struggle against racism. Racism, xenophobia, classism, sexism, homophobia and heterosexism, ableism and ageism cause pain and humiliation and have far-reaching consequences. Each one in its own way, prevents equality in opportunity, access to asylum, immigration opportunities, education, jobs, housing, health care and social services, and limits participation in decision-making bodies.

Discrimination is the unlawful act of treating a person unequally by imposing unequal burdens or denying benefits, rather than treating a person fairly on the basis of individual merit. While discrimination is usually based upon personal prejudices and stereotypical assumptions related to at least one of the grounds set out in this policy, it is not necessary to have an intent to discriminate under the Ontario Human Right Code. Workplace rules, policies, procedures, requirements, qualifications and other factors that may not be directly or intentionally

discriminatory can nonetheless have an adverse effect and create barriers to achievement and opportunity.

Diversity refers to the multiplicity of views, expressions, cultures, abilities, sexual orientations, and experiences within society as a whole. It reflects the real, as well as desired, presence and participation of different individuals and communities and the value that those groups bring to broader human development.

Economically disadvantaged individuals experience socio-economic disadvantage. Although not identified as a distinct priority group, C Magazine recognizes that poverty and class discrimination pose significant challenges to participation in the arts community and to individuals accessing our program. C Magazine, therefore, endeavors to address socio-economic barriers to inclusion, delivery and access in its programs and to promote socio-economic equality through its broader equity initiatives.

Equity is a principle and process of promoting just conditions for all individuals to fully participate in society. It recognizes the systematic exclusion of many groups and individuals to access of resources and opportunities, and it seeks to remove structural barriers to equality of outcome by identifying and eliminating discriminatory policies and practices. Equity acknowledges that correcting injustices may require measures specific to the distinctive experiences of each community.

Harassment is a course of conduct of comments or actions that are unwelcome or should be known to be unwelcome. A person has the right to be free of humiliating or annoying behaviour that is based on one or more grounds in the Code.

Indigenous C Magazine recognizes that people within Canada refers to Aboriginal people who self-define as First Nations (Status or Non-status), Métis or Inuit. C Magazine acknowledges Indigenous people from all regions of the world. Indigenous people are those who have a historical continuity with pre-invasion and pre-colonial societies and consider themselves distinct in this sense from the dominant societies in which they live. They advocate for self-determination in response to the massive loss of land, culture, language and spiritual, ontological and cosmological traditions as a result of racist policies and forced assimilation.

Oppressions are embedded in the dominant culture and social institutions in a way that is so pervasive that they are often invisible and affect everyone. They affect the perception of the world of those who knowingly or unknowingly affected by oppressive attitudes and stereotypes which make them prejudge individuals and situations. These perceptions lead to behaviours that validate and propagate oppressive behaviours.

Persons of Colour Following the lead of the Toronto Arts Council Equity Framework, C Magazine understands persons of colour to include individuals of African, Asian, Latin American, Middle Eastern and mixed racial descent, which corresponds with the Government of Canada's "visible minority" designation (e.g. persons other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour). The term Persons of Colour refers to a diverse

spectrum of racialized peoples who have experienced vastly different historical disadvantages and barriers to participation in Canadian society and the arts sector, and its use as a term has and may continue to build understanding and solidarity between Persons of Colour.

Persons with Disabilities As outlined more comprehensively in C Magazine's Accessibility policy, C Magazine recognizes persons with disabilities as including, but not limited to, persons with any degree of physical and psychosocial disability, infirmity, malformation or disfigurement; a condition of mental impairment or a developmental disability; a learning disability or a dysfunction involved in understanding or using language; or a mental health disorder. Disabilities may be long-term, temporary or fluctuating and may be visible or non-visible.

Racial equity is the condition that would be achieved if one's racial identity no longer predicted, in a statistical sense, how one fares. When we use the term, we are thinking about racial equity as one part of racial justice, and thus we also include work to address root causes of inequities not just their manifestation. This includes elimination of policies, practices, attitudes and cultural messages that reinforce differential outcomes by race or fail to eliminate them.

Racial Justice is the proactive reinforcement of policies, practices, attitudes and actions that produce equitable power, access, opportunities, treatment, impacts and outcomes for all.

Women and Females refers to CIS or transgendered individuals who identify as such. C Magazine is committed to advancing gender parity.

11. Primary References

- Ontario Arts Council (OAC): Access and Equity - <http://www.arts.on.ca/access-equity>
- Toronto Arts Council (TAC): Equity Priority Groups - <https://torontoartscouncil.org/reports-and-resources/toronto-arts-council-equity-framework/equity-priority-groups>
- York University Affirmative Action Program - www.yorku.ca/acadjobs
- York University CRC's Equity, Diversity and Inclusion Action Plan - <http://research.info.yorku.ca/research-chairs-equity/>
- Canada Council for the Arts (CCA) Commitments: Equity - <https://canadacouncil.ca/commitments/equity> and [CCA Diversity Evaluation Tool](#)
- Access Alliance: Anti-Oppression Principles - <http://accessalliance.ca/anti-oppression-principles-and-practice>
- Federal Employment Equity Act 2015 - <https://laws-lois.justice.gc.ca/eng/acts/E-5.401/index.html>
- Ontario Employment Standards Act, 2000 - <https://www.ontario.ca/laws/statute/00e41>
- United Nations, international human rights legal framework - <https://www.un.org/ruleoflaw>
- Ontario Human Rights Code - <http://www.ohrc.on.ca/en/ontario-human-rights-code>
- C Magazine Accessibility Policy - cmagazine.com/accessibility
- C Magazine Human Resource Manual

12. Training Resources

- Access Forward materials - <http://www.accessforward.ca/training>
- Training for Change - <http://www.trainingforchange.org/tools>
- Artreach.org - <https://www.artreach.org/antioandequityresources>
- Indigenous Cultural Competency - <https://ncct.on.ca/indigenous-cultural-competency-training>
- Racial Equity Tools - <https://www.racialequitytools.org/home>