

October 4, 2021

Diversity, Equity, and Inclusion at the VAC

At the Visual Arts Centre, we actively promote diversity, equity, and inclusion (DEI). Our community is composed of diverse individuals in terms of race, ethnicity, abilities, sexual orientation, gender, religion, age, and more. Importantly, we continuously strive to further increase diversity within our community. We recognize, respect, and honour each individual's unique experiences, perspectives, and cultural background and work to ensure that each person has equal access to opportunities at the VAC and feels included. At the VAC, we believe that each student, employee, volunteer, visitor, and partner should:

- Feel that their voices are equally heard and valued
- Have equal access to opportunities within the organization
- Feel that their unique backgrounds, experiences, and perspectives are welcomed, honoured, and celebrated
- Experience a safe and inclusive environment for learning, making, and collaborating

With this in mind, we are working to acknowledge, analyze, and dismantle inequities in our policies and practices and continuously work to better infuse an anti-oppressive, anti-racist, and inclusive approach into all that we do. Some of the actions we are taking to support these efforts include our:

- DEI Advisory Group (Members include: Theresa Passarello, Grace Sebeh Byrne, Rebecca West, Sasha Endoh, and the VAC's Executive Director)
- Equity policies for our employee, gallery exhibition, and Board selection processes
- Ongoing examination and challenging of assumptions and biases
- Curricular and pedagogical approaches grounded in DEI
- Collaborations with diverse community and arts organizations
- DEI analyses of our organization
- Collection and distribution of DEI resources to employees
- Ongoing DEI policy development
- Researching and working towards offering DEI training for employees
- Transparent communication within the organization and the broader community
- Efforts to advocate for DEI within the arts and cultural sectors

If you have any questions or concerns related to diversity, equity, and inclusion at the VAC, please contact us: info@visualartscentre.ca or 514-488-9558.