

THE GRAND THEATRE: EQUITY, DIVERSITY, INCLUSION AND RECONCILIATION ADVISORY COMMITTEE TERMS OF REFERENCE

INTRODUCTION

The Equity, Diversity, Inclusion (EDI), and Reconciliation Advisory Committee (hereafter “The Committee”) has been established to provide support and guidance to the implementation of EDIR actions at the Grand Theatre. Acknowledging a long history of oppression, exclusion, and a lack of representative voices of equity-denied communities throughout the ecosystem of theatre, the Grand Theatre has committed to a journey of listening, learning, unlearning, and action that is informed by equity-denied communities and the principle of “Nothing About Us, Without Us.”

MANDATE

The Committee provides counsel and recommendations to the management team, ensuring accountability and fostering a culture of EDIR. The management team will utilize this guidance to inform their decisions, which will be communicated to the Board and the broader Grand Theatre community as needed.

VALUES

We value Diversity by ...

- Accepting, respecting, and valuing individual differences.
- Capitalizing on the diverse backgrounds and experiences of our staff, board members, donors, sponsors, and community members.

We value Inclusion by ...

- Identifying, addressing, and removing barriers in our organization's processes, policies, and practices.
- Facilitating opportunities that result in effective and meaningful participation within our organization.
- Creating ideas and solutions built upon diverse perspectives.

We value a Culture in which ...

- People are treated with dignity, respect, and fairness.
- Harassment and discrimination are not tolerated.
- Self-awareness and personal accountability are expected.

We Commit to Reconciliation...

- Through meaningful consultation and building respectful relationships with Indigenous artists, professionals, staff, and community members.
- Educating theatre members and ourselves on Indigenous history and culture and actioning intentional reconciliation.

PURPOSE

- ◆ To bring diverse perspectives to topics relevant to the Grand Theatre.
- ◆ To provide a platform of discussion and offer informed decision-making for EDIR issues.
- ◆ To make informed recommendations to leadership, including an EDI, reconciliation, and social justice lens.
- ◆ To review policies and practices in all areas of the theatre and develop strategic recommendations that lead to systemic and structural change.
- ◆ To be both proactive in anticipating the EDIR needs of the community and reactive in responding to arising EDIR challenges and barriers.
- ◆ To provide a space for theatre community members to voice concerns and report incidents of EDIR-related experiences at the Grand Theatre.
- ◆ To be internally and externally ambassadors of EDIR for the Grand Theatre community.
- ◆ To advocate for the Grand to implement actions toward building authentic relationships with Indigenous communities and individuals.
- ◆ To action, intentional reconciliation with Indigenous Peoples and communities in keeping with the TRC Calls to Action.
- ◆ To advocate for the inclusion of practices of decolonization and reconciliation within the Grand.
- ◆ Develop an addition to the annual report on EDIR activities at the Grand.

ROLES AND RESPONSIBILITIES OF MEMBERS

The Committee is responsible for:

- **Identifying barriers** to full and meaningful participation within our organizational systems by evaluating current practices and proposing new approaches, ensuring the application of EDI and Reconciliation principles.
- **Responding** to EDI and Reconciliation-related needs and issues within the Grand Theatre community only when they are out of the scope or expertise of existing departments, and provide informed recommendations to leadership on how these can be addressed.
- **Suggesting** EDI and Reconciliation benchmarks and objectives to the Executive and Artistic Directors.
- **Seeking support and training** when EDI or Reconciliation issues arise that fall out of the expertise offered by the committee members.
- **Delegate responsibility** for actions to ensure adequate support and resources are provided to implement EDI and Reconciliation initiatives and strategies effectively.

Members will commit to:

- **Attend all meetings**, except under unforeseen circumstances, and miss no more than two consecutive meetings.

- **Participating in ongoing training and education** opportunities offered to the committee.
- **Advise collaboratively** and ensure all voices at the table are heard.
- **Communicating** with humility and empathy, being mindful of trauma that others may carry.
- **Centering the issue at hand** and the individuals involved. Members must make decisions and recommendations with humility and consider the impact these will have on all members of the Grand Theatre community.
- **Schedule** meetings at days and times that are most convenient for most members but will reasonably accommodate those with work/shift commitments outside of these.

The Executive Director and Artistic Director are responsible for:

- **Setting** EDI and Reconciliation benchmarks and objectives.
- **Facilitating and delivering** the achievement of those objectives by working with the staff and board.

MEMBERSHIP

The Committee shall be comprised of up to 9 members. Membership must include a diversity of identities, backgrounds, and lived experiences to represent a broad range of perspectives.

Membership terms will be flexible to a maximum of 4 years, after which a callout will be made to ensure equal opportunities are provided to members of the Grand Theatre community.

Members should include:

- ◆ Artistic Director (ex-officio)
- ◆ Executive Director (ex-officio)
- ◆ Director of Education and Community Engagement (ex-officio)
- ◆ 1 Board member
- ◆ 1 Non-management staff member
- ◆ Four members-at-large (i.e. staff, board, volunteers, and/or a maximum of 1 community member)
- ◆ The Committee may seek a community member (maximum of 1 represented)

The Committee will engage with artists when an EDIR issue arises that requires consultation from artist community members.

MEETINGS

- The Committee meetings will be chaired by a person selected by the new committee through a member or self-nomination process. Members will then hold an anonymous vote to choose the chair.
- The Chair is responsible for creating a meeting agenda and distributing it to committee members at least one week before scheduled meetings.
- A meeting quorum will be five members.

- Meetings will be held as required every six weeks, with at most eight weeks between, recognizing that meetings may be more frequent where specific EDIR projects or issues are being addressed.
- Meeting summaries that include the main points of discussion or decisions made during the meeting and any tasks assigned will be shared with committee members after each meeting.

These Terms of Reference may be amended, varied, or modified in writing after the EDIR Committee consults and agrees.

Every meeting will include a 15-minute IN CAMERA session without the ED, AD, and BOARD MEMBER(S) present. In this session, any tasks or action items will be reported to the ED and AD as needed.