Arts & Culture Support Service

Progress on CRD Arts & Culture EDI Implementation Framework

Introduction

In January 2022, the Arts Commission approved a phased EDI (Equity, Diversity and Inclusion) Implementation Framework to modify its policies and processes to better serve equity-seeking communities.[1]

Led by a volunteer EDI Subcommittee and approved by the Arts Commission, CRD Arts & Culture has implemented top to bottom modifications of its policies and processes. These changes were based on sector engagement through the 2021 Arts Champions Summit and resulting What We Heard Report: 2021 Arts Champions Summit (PDF) and were in-line with actions taken by arts funding bodies across the country.

Reprioritizing support to organizations serving and representing equity-seeking communities

- New application questions for all grant types about how applicants represent and interact with underserved communities, including eligible rural communities, how they develop safe and respectful environments, and how they consider accessibility
- New Operating Grant application questions about artist and staff compensation, and organizational development of diversity and inclusion into artistic programming, governance, operations and administration
- Assessment criteria adjusted to achieve more balance between artistic relevance, community benefit, and operational capacity, allowing smaller, grassroots organizations an equal chance to rank highly
- A doubling of the budget and maximum request amount for the Equity Grants program for 2023

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[1] Our definition of 'equity-seeking communities' was based on Canada Council for the Arts of "communities that face significant collective challenges in participating in society. This marginalization could be created by attitudinal, historic, social and environmental barriers based on age, ethnicity, disability, economic status, gender, nationality, race, sexual orientation and transgender status, etc. Equity-seeking groups are those that identify barriers to equal access, opportunities and resources due to disadvantage and discrimination and actively seek social justice and reparation."

Lowering barriers within granting processes

- Reduction of the overall length and complexity of applications and reporting for all applicants
- Low-barrier funding for application and reporting assistance for those who Deaf or have a disability
- Expanding eligibility of Sponsor Societies for Equity Grants to include Operating Grant applicants
- Highlighting access costs and Honoraria for First Nations, Inuit and Métis Elders, cultural carriers, and cultural protocols as eligible for project based funding
- Eligible Equity grant applicants are now able to apply for Operating Grants
- Continued implementation of accessibility practices for public outreach and application materials, including ASL interpretation, closed captioning, and explainer videos
- Expanding eligible governance criteria in Equity, IDEA and Incubator applications

Developing representative and equitable adjudication

- Commitment to ensuring assessment committees reflect both the diversity of the region and grant applicants, compensating external assessors that are not part of the Arts Advisory Council
- Embedding context briefs about diverse artistic practices into assessment committee materials
- Providing access funding to Arts Advisory Council volunteers to support attendance at meetings