



CNMN brings together music and sound creators, producers, performers, educators and listeners, offering resources and opportunities for mutual exchange and learning. CNMN supports a thriving creative music and sound sector across Canada. We are committed to the promotion of equity and access, empowering participation through our policies and programs.

## **DEFINITION: EQUITY & ACCESS**

Equity is both a principle and a process that promotes equality of opportunity and fair conditions for all persons to fully participate in society. Equity recognizes the intrinsic worth and equal rights of every human being, while acknowledging that oppression, both historic and ongoing, means that not all persons have equal access to opportunities and the full enjoyment of life. Equity is a process that demands active steps to eliminate barriers to participation. To promote access, equity may require treating individuals or groups differently in order to achieve fairness and the creation of equitable outcomes.

## **ACKNOWLEDGEMENTS**

- CNMN is based in Tiohtià:ke / Montréal, on unceded Indigenous land, of which the Kanien'kehá:ka Nation are the recognized custodians. Our membership spans the territories of the many nations of Turtle Island.
- We recognize that certain groups in Canadian society have been historically disadvantaged as a result of the violence of colonization, systemic biases or other barriers related to race, culture, ethnicity, disability, geography, language, gender, sexuality or other characteristics.
- In particular, we recognize that Eurocentric artistic practices and practitioners have benefitted from the marginalization (and attempted destruction) of other traditions and forms within Canada.
- We acknowledge that oppression is both historic and ongoing.
- We affirm that cultural equity is vital to the long-term health and flourishing of the arts sector.

- We commit to working towards right relations between Indigenous and non-Indigenous peoples, responding to and promoting the Calls to Action of the Truth and Reconciliation Commission.
- We commit to organizational accountability, acknowledging and challenging our inequities and working in partnership to make change happen.

## **GOALS AND ACTIONS**

### **I. CNMN Membership**

- In welcoming and supporting anyone involved in any capacity in creative music and sound in Canada, CNMN identifies the following goals and actions:

#### **Communication**

To provide the best welcome possible to all practitioners, in all their personal and professional diversity.

#### **WHO**

Executive Director, Communications Manager and Communications Committee

#### **ACTIONS**

1. Ensure that communications are clear and welcoming across all channels and in all documents.
2. Encourage participation through ease of application process, generous assistance, transparency of assessment, and feedback when requested.
3. Support opportunities for under-represented artists through FORUM open calls, ConneXions mentorship program, PCM Hub and other CNMN programs.
4. Connect with our allies and affiliates across Canada, including federal, provincial, and municipal arts organizations, funding bodies, other arts service organizations, music and arts conferences in Canada, to ensure that CNMN communications are widely disseminated.

#### **Outreach & Membership**

To ensure our programming announcements have a wide reach.

To celebrate and highlight a wider range of creative music/sound artists & organizations across cultures and beyond the barriers of amateur/professional.

#### **WHO**

Equity & Access Committee, Board, Executive Director

## **ACTIONS**

1. Equity & Access committee members engage and connect with board members one-on-one.
2. Draw on the local knowledge and research of all board members.
3. Build a list of creative music/sound organizations across cultures and across the country.
4. Consult with experts - Council officers, festival curators & programmers.
5. Celebrate and highlight creative music/sound artists & organizations across cultures.
6. Share our programming calls with this wider circle.
7. Continue to grow our relationships, asking "how can we be of service to you?"

## **Accessibility**

To improve accessibility and remove barriers to participation at online and in-person events for people with physical or mental health disabilities.

### **WHO**

Executive Director, Equity & Access Committee, Production Manager

### **ACTION**

1. Identify potential and existing barriers to participation.
2. Refer to the Equity & Access Committee, working with the ED, to develop a response.
3. Prepare customized accessibility packages describing event venues through sensory maps (touch, smells, sounds, visuals) outlining key locations (box office, washrooms, event space, how to find seats, expected lighting, etc.).
4. Organize pre-event venue tours to familiarize participants with the space.
5. Offer ASL translation by request.
6. Ensure captioning of all CNMN online videos.
7. Prioritize venues for CNMN events which offer accessible and gender neutral facilities.

## **Affordability**

To address socio-economic inequities by supporting the participation of those of limited means — not only in CNMN activities, but in the cultural life of the community in general.

### **WHO**

Executive Director, Equity & Access Committee, Board members, Communications Manager

## **ACTIONS**

1. Advocate for public support of creative spaces and affordable housing at the municipal, provincial and federal levels, and in partnership with allied arts and community organizations.
2. Provide travel subsidies for people who cannot afford to attend CNMN events.
3. Continue a pay-what-you-can membership fee for individuals.
4. Continue to provide free mentorship opportunities to increase participation in all aspects of the creative music and sound sector.

## **Indigenous Representation**

Aspire to Indigenous representation in our membership from every region of the country.

### **WHO**

Executive Director, Equity & Access Committee, Board members

## **ACTIONS**

1. Continue to gather knowledge and engage with Indigenous music and arts organizations and events in each region.
2. Engage with Indigenous artists and organizations to help define meaningful reconciliation and appropriate artistic collaboration, both for CNMN as an organization and for the Canadian creative music and sound community.

## **II. CNMN Staff, Contract Workers, and Board**

Recognizing the need to remove barriers to access and to foster equity within the organization itself, CNMN identifies the following goals:

### **Equity**

#### **WHO**

Executive Director, staff and contract workers, board members

## **ACTIONS**

1. Actively recruit new board members, staff and contracted workers of diverse backgrounds and practices.
2. Equitably share the load, especially across gender identities and professional and cultural backgrounds.
3. Acknowledge long-standing gender inequities AND commit to recruiting board members with diverse gender identities, insights and experiences.

4. Develop ongoing relationships with Indigenous organizations and peoples, to ensure Indigenous representation on the board.
5. Increase board and/or staff representation at music events, showcases and conferences which reach diverse communities, eg Mundial Montréal.

### **Training and Professional Development**

Provide opportunities for learning and growth as we continue to develop and implement our Equity & Access Policy and Plan.

#### **ACTION**

Offer training in justice, equity, diversity and inclusion on an annual basis for staff and board members.

### **Oversight**

Ensure we meet our goals and are work towards the actions listed above.

#### **ACTION**

Make the Equity and Access Plan a standing item on the agenda of all Board meetings.