

## **BC Choral Federation (BCCF) Accessibility, Equity, Diversity and Inclusion (AEDI) Policy**

### **1. Purpose of policy**

This policy will ensure that the BCCF will apply an AEDI lens in accomplishing our mission to celebrate, support and advocate for choral and group singing, connecting and fostering accessible and inclusive singing communities in BC. This policy provides guidelines to:

- ensure BCCF reflects the diversity of its community and meets the needs of its diverse membership, recognizing that inclusion creates a dynamic and multi-dimensional organization.
- promote equitable practice and to build diversity into our teams, programs and services.
- to act as leaders who model and encourage AEDI values and principles to our community.

### **2. Policy Statement**

BCCF is committed to accessibility, equity, diversity, and inclusion in all its work.. It strives to build diversity and inclusivity into its teams, programs, services, and practices throughout its membership, thereby fostering an organizational environment in which all people wishing to participate may flourish and feel included.

### **3. Definitions**

#### **Key Terminology**

While specific definitions for these important terms vary, their main ideas remain the same. These values have guided our strategic planning process and will continue to drive our mandate as we work towards achieving our organizational goals.

**Accessibility:** Accessibility refers to the design and creation of services, environments, and systems that can be used by people with disabilities or impairments, as well as individuals with diverse abilities. It aims to ensure that everyone, regardless of their physical or neurodiverse needs, can access and interact with information, technology, physical spaces, and other resources.

**Diversity:** Diversity refers to the variety of differences that exist between individuals and groups. It encompasses many different dimensions of identity, including but not limited to race, ethnicity, gender, sexual orientation, age, religion, socioeconomic status, physical and mental abilities, and cultural background.

**Equity:** Equity recognizes that people have different needs and that treating everyone the same may not lead to fair outcomes. Equity involves giving everyone what they need to be successful, even if that means giving some people more resources or opportunities than others.

**Equity-Deserving Groups:** Equity-Deserving Groups (EDG) means communities that experience significant collective barriers in participating in society. Examples of EDGs include, but are not limited to, those protected by the Human Rights Act: race, national or ethnic origin, religion, age, sex, sexual

orientation, gender identity or expression, marital status, family status, disability, genetic characteristics, a conviction for which a pardon has been granted or a record suspended.

**Inclusion:** Inclusion is the practice of creating a welcoming and supportive environment where everyone feels valued, respected, and included, regardless of their background, identity, or abilities. Inclusion involves actively seeking out and valuing diverse perspectives, experiences, and identities and creating spaces where everyone can participate and contribute fully.

#### **4. Procedure:**

BCCF will:

- Work to embody, model, and implement this policy on a day-to-day basis.
- Endeavour to provide programs and services that reflect our commitment to accessibility, diversity, equity, and inclusion and to the principles outlined in this document.
- Aim to identify and remove barriers that may limit the full participation of our community.
- Consult and work with Indigenous members, cultural bearers and elders to respond to the Truth and Reconciliation Commission Calls to Action and to actively address decolonization and anti-racism within the work of the organization.
- Consider tactical, strategic, and systemic factors as we recruit, retain, develop, and promote diverse artists, choral and administrative personnel, board members and volunteers.
- Provide training, education, and support for our staff, leadership, volunteers and members to help ensure accessibility, equity, diversity and inclusion through our full range of operations.
- Strive to meet and exceed the legal requirements of our government and funding bodies related to accessibility, equity, diversity, and inclusion.
- Act to prevent, identify and eliminate harassment and unfair discrimination within the organization and any environment in which our programs occur in a timely manner.
- Work with our selected event-based venues to provide accessibility and offer accommodations for people with accessibility needs.
- As an ongoing process of evaluation and change, to review the AEDI policy annually and recommend any change as appropriate for the Board of Directors' consideration and approval.

Effective Date: June 7, 2025

Approved by: BCCF Board of Directors

Approved Date: June 7, 2025

Review Date: Annually