PRIORITY 4

EMBED EQUITY, DIVERSITY, INCLUSION AND ACCESSIBILITY IN ARTS & CULTURE SECTOR PLANNING

Embedding Equity, Diversity, Inclusion, and Accessibility (EDIA) in MOC's arts and culture strategy is essential to creating a welcoming environment that uplifts all voices, especially those of marginalized communities. The municipality can foster equity by working with partners to address pay disparities in the arts, where marginalized artists are often compensated even less. By prioritizing EDIA, MOC can work on relationship building with underserved communities, building trust, ensuring fair representation, and access. Arts and culture provides a powerful avenue for this transformation, offering creative spaces where healing, connection, and collaboration can flourish.

GOAL

Meaningfully include, amplify and collaborate with underrepresented voices to create safe, equitable, accessible, and barrier-free cultural opportunities.

OBJECTIVE 4.1
Respectfully engage with local First Nations (Wasoqopa'q and Sipekne'katik) on cultural planning and policy development to reflect Indigenous knowledge, heritage, and advance decolonization and reconciliation efforts.

MOC Role:

- Collaborate and learn
- Incorporate Indigenous knowledge and reconciliation into planning and policy

ACTIONS

PHASE 1

1. In relation to Arts & Culture planning - review the Municipality's outreach and engagement with local First Nation Communities (including Wasoqopa'q and Sipekne'katik). Identify communication improvements needed, focussing on relationship and trust building.

2. As part of MOC's overall grant review, research grant criteria and evaluation methods to address cultural appropriation and incorporate into recommendations.

OBJECTIVE 4.2
Build a healthy arts and culture ecosystem by emphasizing fair, equitable pay for all artists and cultural workers.

MOC Role:

- Support capacity building of the Arts & Culture Sector by incorporating fair pay into Municipal planning and projects.

ACTIONS

PHASE 1

2. Research national pay models (CARFAC, Canada Council for the Arts, Writers Guild, PACT) and bring forward recommendations for a baseline pay framework for artists into Municipal projects, services and policy. Share as best practice for the sector and business community. See Arts Nova Scotia for resources.

OBJECTIVE 4.3
Actively engage marginalized groups in decision-making processes to rebuild trust and build relationships.

MOC Role:

- In partnership with the EDI committee, Accessibility Coordinator and Anti-Racism & Diversity Coordinator, collaborate with marginalized groups.

ACTIONS

PHASE 2

3. Develop recommendations outlining tangible opportunities to partner with marginalized communities to formally celebrate their work, history, and heritage.

4. Collaborate with and support Indigenous-led, culturally sensitive frameworks and projects to ensure their perspectives and priorities guide decolonization and reconciliation efforts within the municipality's cultural planning, policies, and community programs.

5. Collaborate with local First Nations (Wasoqopa'q and Sipekne'katik), marginalized communities and cultural partners to decolonize public spaces, identifying key concerns and priorities. Incorporate storytelling, signage, renaming of spaces, acknowledgement of accurate history to reflect diverse histories in public spaces.

OBJECTIVE 4.4
Align the arts and culture strategy with accessibility, EDI, and anti-racism goals by collaborating with staff, Municipal Arts Organization and community partners.

MOC Role:

- Collaborative partner

ACTIONS

PHASE 2

5. Set up regular meetings with key staff and partners to review progress on goals, share updates, and to adjust the arts and culture strategy as needed depending on emerging issues and community needs.

6. Develop and incorporate grant evaluation criteria for anti-racism, EDI, and accessibility impact of arts & culture projects and programming. Ensure goals are applied in community proposals.