en piste

REGROUPEMENT NATIONAL DES ARTS DU CIRQUE
NATIONAL CIRCUS ARTS ALLIANCE

EQUITY, DIVERSITY, AND INCLUSION POLICY

Adopted on September 23, 2026
Scheduled for review in 2028

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1. BACKGROUND

This policy, adopted by En Piste, National Circus Arts Alliance, is based in particular on the principles of the Charter of Human Rights and Freedoms, labour standards, the Government of Canada's best practices, and the inclusion and equity policy of Diversité Artistique Montréal (DAM).

It also takes into account research demonstrating that integrating diversity and inclusion into our daily activities and learning how to manage them effectively can lead to numerous benefits, including greater capacity for innovation and improved productivity, as well as a stronger sense of self-worth and belonging.

This policy emphasizes the value and uniqueness of each member of the National Circus Arts Alliance, including its board members, management, delegates and representatives, members, staff, and clients.

2. OBJECTIVES

By adopting this policy, the organization aims to achieve the following objectives:

- To make the organization an environment that ensures the dignity and autonomy of each of its board members, management, delegates, representatives, members, staff, and clients;
- To make the organization a place where everyone can thrive without barriers, harassment, or discrimination;
- To offer every person working for En Piste the opportunity to reach their full potential;
- To seek, by various means, diverse perspectives, experiences, and knowledge regarding diversity;
- To use this openness to create welcoming, safe, innovative, and dynamic environments;
- To foster the development of the skills necessary to integrate inclusive practices into everything the organization does.

3. SCOPE

This policy applies in the following locations and contexts:

- Workplaces;
- Common areas;
- Any other location where individuals are required to be present as part of their duties or in connection with any activities or services provided by the organization (e.g., meetings, training sessions, business travel, social events, networking activities);
- Communications by any means, technological or otherwise.

4. PEOPLE RESPONSIBLE FOR IMPLEMENTING THIS POLICY

En Piste's Executive Director and President are responsible for implementing the internal procedures necessary to ensure compliance with this policy.

5. EFFECTIVE DATE

This policy takes effect on September 23, 2026. This policy has been reviewed, amended, and approved by En Piste's EDI Committee.

6. DEFINITIONS AND CONCEPTS

6.1 EQUITY

Equity is a principle and a process aimed at providing fair and appropriate conditions that enable every person to participate fully in society and in the organization's activities. It is based on the principles of social justice, equal opportunity, recognition of fundamental rights, and respect for human dignity. Equity involves taking into account historical and current inequalities, as well as structural and systemic barriers that may limit the access, participation, or recognition of certain individuals or groups.

1. Equity does not mean uniformity
2. Equity means equal opportunity

The application of equity also relies on an understanding of the environments and systems in which people operate. It calls for identifying and transforming barriers to access—whether physical, social, cultural, organizational, or digital—rather than framing the issues solely at the individual level.

The need for equity stems from the existence of discriminatory practices, situations of injustice, and power dynamics that can create or perpetuate forms of exclusion.

For the purposes of this policy:

- **discrimination** refers to any distinction, exclusion, or preference—whether intentional or not—based on personal or social characteristics, that has the effect of limiting a person's or group's access, participation, or recognition;
- **injustice** refers to any situation in which the conditions for access, participation, or recognition are unbalanced, particularly due to historical, organizational, or social structures;
- **harm** refers to the negative effects—whether material, relational, or symbolic—that may result from situations of injustice or discriminatory practices.

Equity thus aims to address systems, practices, and environments in order to reduce these effects, prevent their recurrence, and promote the full, dignified, and equitable participation of all people.

6.2 CULTURAL EQUITY

According to the Canada Council for the Arts, cultural equity is a concept that affirms that the traditions, aesthetics, and expressions of all cultures have equal value. Cultural equity seeks to address the inequalities faced by people from different cultures by first identifying historical and current imbalances among various cultural groups, while recognizing and respecting the fundamental characteristics that distinguish these groups. Marginalized cultures deserve support comparable to that enjoyed by a society's dominant culture in terms of financial resources, infrastructure, and public policies.

6.3 EQUITY-DENIED GROUPS

Equity-denied groups include individuals and communities who may face barriers to their full participation in society and in the organization's activities due to social, historical, systemic, or structural factors. These barriers may stem from discriminatory practices, situations of injustice, or power dynamics that influence access to resources, spaces, opportunities, or recognition. From this perspective, people's realities are not understood as fixed or limiting categories, but as diverse experiences that interact with the environments, practices, and systems in which they exist.

https://our-languages.canada.ca/en/publications/equite-diversite-inclusion-equity-diversity-inclusion-eng

By way of example, these realities may include, but are not limited to:

- Indigenous peoples;
- people from culturally diverse backgrounds or racialized people;
- people who identify as women;
- LGBTQ2S+ people;
- people living with disabilities, limitations, or accessibility challenges, whether visible, invisible, or situational;
- neurodivergent people;
- people with non-normative bodies or bodily experiences;
- people with family or parenting responsibilities;
- people experiencing socio-economic precariousness or vulnerability.

These examples are intended to illustrate the diversity of realities that can influence access, participation, and recognition within the circus arts sector.

6.4 DIVERSITY

A term often used to refer to the differences—or similarities—between individuals within a group or organization. Sociodemographic characteristics are commonly used to distinguish one person from another; for example, gender, sex, ethnicity, origin, physical appearance, religion and beliefs, values, age, education, language, sexual orientation, etc. It should be noted that people whose sociodemographic characteristics differ from those of the majority group are likely to offer diverse opinions, ideas, professional and life experiences, skills, and knowledge.

6.5 CULTURAL DIVERSITY

According to Diversité Artistique Montréal, cultural diversity refers to the presence, expression, and participation of different individuals and communities that coexist within a society's shared culture. Cultural diversity is based on the principle that the contributions and participation of all people—particularly those who are marginalized—are equally valuable and important to society as a whole.

En Piste argues that just as biodiversity promotes the sustainability of the natural world, the existence and interconnection of different cultures enhance the sustainability of the arts ecosystem by providing a broader foundation of collective knowledge and a greater capacity for innovation.

6.6 INCLUSION

Inclusion is defined by the Canada Council for the Arts as an action or measure aimed at creating an environment that welcomes, respects and values diversity so that the entire community, including governance, management, delegates, staff, members, service providers and clients, feels a sense of belonging, is able to contribute and receives recognition for its contributions. When specific circumstances require it, En Piste, National Circus Arts Alliance, supports them and offers measures to promote their well-being and fulfillment. This is an ongoing commitment to welcoming, inclusion, support, and personal growth.

Inclusion also takes into account digital environments and communication platforms—particularly social media—which serve as important spaces for dialogue and participation but can also be venues for harassment, discrimination, or exclusion. These issues are addressed through the ongoing evolution of practices and policies related to equity, diversity, and inclusion.

6.7 EN PISTE'S EXTENDED TEAM

En Piste's extended team includes the following individuals:

- Board members
- Management
- Staff
- Volunteers
- Members appointed to serve on a committee or working group on behalf of the organization
- Any person under contract working for the organization or collaborating with it under a contractual agreement

7 LEGAL CONTEXT

The organization adheres to the principles established by:

- The Canadian Charter of Rights and Freedoms
- The Criminal Code
- The Charter of Human Rights and Freedoms
- The Civil Code of Québec
- The Charter of the French Language
- The Act respecting labour standards
- The Occupational Health and Safety Act
- The Pay Equity Act
- The Act respecting Equal Access to Employment in Public Bodies (for public bodies employing more than 100 people)

8 POLICY STATEMENT

The organization does not tolerate or condone any form of discriminatory harassment within its ranks and is committed to creating a diverse and inclusive workplace in which the individual differences and the contributions of its governing body, management, representatives, staff, members, and clients are valued.

It is committed to fostering inclusive practices so that everyone can thrive in an environment of respect and dignity that upholds human rights and freedoms, without distinction, exclusion, or preference based on gender, sex, ethnicity, origin, physical appearance, religion and beliefs, values, age, education, language, sexual orientation, etc.

In accordance with the Canada Council for the Arts' cultural equity policy, the organization recognizes the equal value of all forms of artistic and cultural expression and promotes diverse artistic aesthetics, without any form of hierarchy, in order to contribute to the gradual decolonization of the arts and culture.

Any behaviour involving discrimination may result in disciplinary action, up to and including termination of employment or expulsion from the organization. More specifically, the organization commits to taking the following measures:

8.1 HUMAN RESOURCES

- Apply the principles of equity and diversity to recruitment and advancement within governance, management, the team and membership, and in engagement with clients.
- In addition, the organization is committed to transparency, which includes posting all job openings.
- In accordance with current policies and agreements, treat all staff members who perform equivalent work at the same location equally.
- Have staff members and individuals representing En Piste read and sign the commitment form attached as an appendix to this policy upon their start date.
- Raise awareness among staff and representatives of En Piste regarding diversity issues as well as unconscious bias and prejudice.

8.2 WORK ENVIRONMENT, TRAINING FACILITIES, AND COLLABORATIVE AND NETWORKING SPACES

- Create an environment in which individual differences and the contributions of the entire community are recognized and valued.
- Provide a safe and inclusive environment to enable everyone to participate and work to their full potential.

8.3 GOVERNANCE

- Include at least one initiative or activity related to equity, diversity, and inclusion in each of the organization's annual action plans.
- Train Board members and members on diversity issues as well as unconscious bias and prejudice.

8.4 INTERNAL AND EXTERNAL COMMUNICATIONS

- Inform all staff and individuals representing the organization of the existence and implementation of this policy, as well as the obligation to comply with it in all of its activities.
- Present this policy to the organization's governing body, management, delegates, members, staff, and clients.
- Promote diversity and the richness it brings, particularly on its website.
- Adopt inclusive or gender-neutral language. Recognizing the existence of gender-based discrimination and the predominance of masculine forms in the French language, the organization is vigilant against any form of gender-based assumptions and stereotypes and works to eliminate them in the workplace and in its relationships with third parties.
- Monitor the diversity, equity, and inclusion policies of the alliance's partner organizations.

8.5 ACTIVITIES AND SERVICES

- Ensure that all activities organized by En Piste, or in which it participates, are as representative as possible of diversity as a whole.

8.6 QUALITY ASSURANCE

- Encourage anyone who believes they have been subjected to discrimination within the scope of this policy to raise their concerns with the organization's executive director or president so that En Piste can address the situation.

9 HANDLING OF REPORTS

All reports must be addressed to the executive director of En Piste and will be brought to the attention of the board of directors.

If the complaint concerns the executive director, it is forwarded to the president.

The organization undertakes to:

- Address the report as soon as possible;
- Protect the dignity and privacy of those involved, including the person who filed the report, the person who is the subject of the report, and any witnesses;
- Ensure that all individuals involved are treated with humanity, fairness, and objectivity, and that they are offered adequate support;
- Protect the confidentiality of the intervention process, particularly information related to the complaint or report;
- Offer to meet with the individuals involved, with their consent, to resolve the situation;
- Conduct an investigation promptly and objectively, as needed, or delegate this responsibility to an external professional. The individuals involved will be informed of the outcome of this process.
- Take all reasonable measures to resolve the situation, including appropriate disciplinary action.

Any person who violates this policy will be subject to appropriate disciplinary action. The choice of disciplinary action will take into account the severity and consequences of the act(s) as well as the prior record of the person who committed them.

Any person who files false accusations with the intent to cause harm is also subject to appropriate disciplinary action.

In the course of addressing and resolving a situation related to equity, diversity, and inclusion, no one shall suffer harm or be subject to retaliation by En Piste, National Circus Arts Alliance.

10 APPENDIX I— COMMITMENT FORM AND SIGNATURES

I declare that I am aware that a breach of this commitment may result in consequences, including disciplinary action or legal proceedings by En Piste, National Circus Arts Alliance.

I confirm that I have carefully read and understood the terms of this commitment and agree to them.

I sign this document in _____, on _____.

_____	_____
Name of the person	Executive Director of En Piste
Date:	Date:
_____	_____

11 APPENDIX II—REFERENCES

a) Canada Council for the Arts Equity Policy (pdf)

b) Inclusion, Equity, and Diversity Policy, Diversité Artistique Montréal: https://www.diversiteartistique.org/wp-content/uploads/2019/10/politique-inclusion-et-equite-dam-electronique.pdf

c) SSHRC Practices on Equity, Diversity, and Inclusion: https://www.sshrc-crsh.gc.ca/funding-financement/nfrf-fnfr/edi-fra.aspx

d) Diversity and inclusion in the public service https://www.canada.ca/en/government/publicservice/wellness-inclusion-diversity-public-service/diversity-inclusion-public-service.html

e) Guide from the Cultural Sector Human Resources Council: https://respectfulartsworkplaces.ca/

f) UQAM EDI Glossary: https://edi.uqam.ca/lexique/equite/

g) Final Report on the Public Consultations of the "Roundtable on Diversity, Inclusion, and the Fight Against Discrimination": https://ocpm.qc.ca/sites/default/files/pdf/P100/8-100_TDILD.pdf

h) Montreal Declaration on Cultural Diversity and Inclusion: https://mtl.ged.montreal.ca/constellio/?collection=mtlca&portal=REPDOCVDM#!displayDocument/00000121033

i) Compétence Culture https://competenceculture.ca/_documentation/boite_a_outils_edi/

Partner:

COMPÉTENCE CULTURE
COMITÉ SECTORIEL DE MAIN-D'ŒUVRE EN CULTURE