

# **BRAVE SPACES AND CONSENT CULTURE**

b current's new administration is committed to weaving this policy and bill of rights into the everyday culture of our company. This does not mean we know everything. This does not mean we won't make mistakes. This means we are bravely considering ways to be progressive. This means a lifelong dedication to centering safety.

With this in mind, b current has gathered a collective dedicated to creating brave spaces and building consent culture. In partnership with incredible individual artists and organizations such as Why Not Theatre, Buddies in Bad Times Theatre, Theatre Passe Muraille and Dauntless City Theatre, we have authored the following Bill of Rights.

## **BILL OF RIGHTS**

You have the right to feel safe and supported at your workplace and in your work.

You have the right to come to work as your whole, unabashed self regardless of race, national or ethnic origin, colour, religion, sex, age, disability, sexual orientation or gender presentation.

You have the right to a workplace and work environment designed to protect you from violence and harassment.

You have the right to report threats and or incidents of violence or harassment in any of our workplaces.

You have the right to report incidents without fear of retaliation, revenge, or punishment.

You have the right to remain anonymous against your complainant, should you choose not to press criminal charges.

You have the right to have your complaint handled with or without police intervention, as you choose.

You have the right to bring your complaint directly to the **Board of Directors** of b current performing arts.

You have the right to a prompt investigation, shaped by you and lead by b current performing arts' Board of Directors and Executive Team.

## **POLICY**

As an organization funded in part by the Toronto Arts Council, we adhere to [\*\*The City of Toronto Human Rights and Anti-Harassment Policy.\*\*](#)

Our staff and our Board of Directors will work every day to consider how to incorporate this policy and our Bill of Rights into the everyday culture of our company. We know this will mean a lifetime of learning and training on our part and we are dedicated to envisioning and building Consent Culture at b current.

## **POLICY IN ACTION**

We also recognize that policies are only effective if people build a culture of understanding and action behind them.

## **b current Performing Arts [1]**

### **Anti-Discrimination & Harassment Policy**

#### **Rationale & Purpose**

b current Performing Arts is a hotbed for culturally-rooted theatre development in Toronto. Originally founded as a place for Black artists to create, nurture, and present their new works, our company has grown to support artists from all diasporas. Over three decades, we have created space for intersectional voices to be heard, always with a focus on engaging the communities from which our stories emerge. As a result, these communities trust our company and respect the work that we do. Whether our audiences identify with our work through ethnic experience, social values, or political awareness, these groups are loyal to our programming because they recognize the high level of cultural authenticity and integrity we foster in our artists and their works.

This commitment to anti-racism and anti-oppression runs through our practices and as part of our programming. We not only work to adhere to the Ontario Human Rights Code but have an expectation that all affiliated with our organization will go beyond it to ensure that we operate in an inclusive way.

This policy applies to all b current activities, including but not limited to employment, program delivery, purchasing, and selecting vendors or consultants, and extends to engagement with donors, volunteers, staff, partners, employers, programs, and partners.

#### **Purpose**

b current affirms its strong commitment to principles of anti-racism and anti-oppression equity, diversity, and inclusion and will neither discriminate as part of its practices in any of its practices nor tolerate it in its programming. This policy applies to all b current activities, including but not limited to employment, program delivery, purchasing, and selecting vendors or consultants, and extends to engagement with donors, volunteers, staff, partners, employers, programs, and partners.

#### **Policy**

##### ***Protected Grounds***

b current prohibits actions that discriminate against people based on the following grounds in the Ontario Human Rights Code:

- age
- ancestry
- colour
- race

- citizenship
- ethnic origin
- place of origin
- creed
- disability
- family status
- marital status (including single status)
- gender identity
- gender expression
- sex (including pregnancy and breastfeeding)
- sexual orientation
- receipt of public assistance
- record of offences (in employment only)

***Protected social areas are:***

- Accommodation (housing)
- Contracts
- Employment
- Goods, services and facilities
- Membership in unions, trade or professional associations

**Penalties**

Discrimination will not be tolerated, condoned, or ignored at b current. If a claim of discrimination is proven, disciplinary measures will be applied (up to and including termination). Our policies and procedures include a comprehensive complaints process.

**Definitions**

*Discrimination:* Unfair or prejudicial treatment of individuals or groups on the basis of the grounds listed above. Discrimination, whether intentional or unintentional, has the effect of preventing or limiting access to opportunities, benefits, or advantages that are available to other members of society. It is not a discriminatory practice for a person to adopt or carry out a special program, plan, or arrangement designed to prevent, eliminate, or reduce disadvantages that are likely to be suffered by any group of individuals when those disadvantages would be based on or related to the prohibited grounds of discrimination.

*Anti-racism/Anti-oppression:* an active and consistent process of change to eliminate individual, institutional and systemic racism as well as the oppression and injustice racism causes.

*Diversity:* The presence of a wide range of human qualities and attributes within a group, organization, or society. The dimensions of diversity include, but are not limited to, ancestry,

culture, ethnicity, gender, gender identity, language, physical and intellectual ability, race, religion, sex, sexual orientation, educational background and expertise and socio-economic status.

*Equity:* A condition or state of fair, inclusive, and respectful treatment of all people. A distinct process of recognizing differences within groups of individuals, and using this understanding to achieve substantive equality in all aspects of a person's life. Equity does not mean treating people the same without regard for individual differences.

*Family Status:* Spouse or spousal equivalent, children, parents, or siblings.

*Inclusion:* The situation in which individuals or communities (both physical and demographic) are fully involved in the society in which they reside, including the economic, social, cultural, and political dimensions of that society.

[Full glossary of human rights terms](#) as per the Ontario Human Rights Commission