



TCM POLICIES AND PROCEDURES

Policy:	Policy for Equity, Diversity, and Inclusion
Effective date:	March 2021
Last review:	
Next review:	3 years from the last review
Replaces:	All previous policies or regulations
Reviewed by:	Adopted by the Board of Directors

The Théâtre Cercle Molière (TCM) has adopted a Policy for Equity, Diversity, and Inclusion so that all people can have the same access to and draw the same advantages from the services and programming offered by the TCM.

Definitions:

Equity is defined as the elimination of prejudice and systemic obstacles so as to foster inclusion.

Diversity is defined as differences such as those based on race, place of origin, religion, immigrant or newcomer status, ethnic origin, accent, abilities, body type, gender, sexual orientation, gender identity, gender expression or age.

Inclusion is the opposite of exclusion, and it comprises an explicit will to welcome and accommodate people without consideration of race, place of origin, immigrant or newcomer status, ethnic origin, accent, abilities, body type, gender, sexual orientation, gender identity, gender expression or age.

Policy:

The recognition and appreciation of diversity and equity must be accompanied by continued, concerted efforts towards the inclusion of under-represented or under-valued populations. Every person must feel valued, respected, and supported in an equitable manner.

1. For this reason, the Théâtre Cercle Molière is committed to implementing its Policy for Equity, Diversity, and Inclusion in all procedures and with all partners. This responsibility is shared by everyone who works at the TCM: employees, audience members, contract workers, volunteers (including members of the Board of Directors), partners and any other persons associated with the activities of the Théâtre Cercle Molière. They must welcome all persons including:
 - Visible or cultural minorities
 - First Nations
 - People with a variety of accessibility needs
 - People of all types of sexual orientation, sexual identity, gender identity or gender expression
 - People of all ages.

The Théâtre Cercle Molière will welcome people who have the skills and knowledge needed to work effectively in collaboration with diversified communities.



TCM POLICIES AND PROCEDURES

2. The Théâtre Cercle Molière seeks to develop, maintain, and renew its commitment to supporting and fostering the development of its member theatre artists and companies, and it recognizes the fact that enhancing equity, diversity and inclusion among its members, contract workers, employees, partners, and volunteers is in keeping with this objective.
3. The Théâtre Cercle Molière will not tolerate any discrimination on the part of its members, audiences, employees, contract workers, volunteers (including members of the Board of Directors) or partners, nor any discrimination directed at those persons, and the TCM will take action to counteract any discrimination that may occur.