



Manitoba Crafts Museum and Library DIVERSITY, EQUITY AND INCLUSION POLICY

1. INTENT

At MCML we believe diversity among our members and in our collections, as well as ensuring equitable services contributes to a more vibrant and responsive institution. We are committed to fostering, cultivating and preserving a culture of diversity and inclusion. The purpose of this policy is to demonstrate MCML's commitment to the principles of diversity, equity, and inclusion, as reflected in our values, and to provide guidance on implementing these ideals.

2. DEFINITIONS

Diversity: The variety of personal experiences, identities, and perspectives that arise from difference. Diversity can have many dimensions, including but not limited to race and ethnicity, national origin, gender identity and expression, sexual orientation, disability, age, and socio-economic status.

Equity: This refers to access to opportunities and fair treatment for all individuals. An equitable approach recognizes that systemic privileges and barriers exist for different groups and proactively works to address these existing imbalances.

Inclusion: This refers to the welcoming, valuing, and supporting a diversity of identities and perspectives within a given space or setting. An environment that is inclusive considers the needs and experiences of a wide spectrum of people.

Culture: The values, practices, customs, and structures of a particular group.

Reconciliation: This refers to efforts to raise awareness about colonization and its ongoing effects on Indigenous peoples as well as contributing to genuine positive change.

3. PRINCIPLES:

- 3.1. MCML operates in a diverse city and from this diversity comes a rich cultural landscape. Craft is a foundational aspect of all cultures and therefore diversity across the organizational is fundamental to meeting its mission and vision. MCML strives to reflect the makeup of the community through its collections, programming, and personnel.
- 3.2. MCML is committed to creating inclusive spaces and services for community members. This includes but is not limited to physical spaces, programming, and online services.
- 3.3. MCML aims to foster equity through initiatives to help individuals from traditionally underrepresented or marginalized groups to participate in MCML activities and to demonstrate craft from their cultures and communities.
- 3.4. MCML is guided by the principles of Reconciliation and considers the Calls to Action from the Truth and Reconciliation Commission of Canada, in particular those relevant to museums and cultural institutions.
- 3.5. All MCML staff and volunteers have a responsibility to treat others with dignity and respect at all times. All employees are expected to exhibit conduct that reflects inclusion and consider their actions in light of this policy.

4. POLICY REVIEW

This policy shall be reviewed at least once every three (3) years.

Date adopted by the Board of Directors: 1 June 2022

President

Date