

INFORMATION NOTE

Title:	Incorporating Diversity/Inclusion in Decisions re: Calls
Date Prepared:	March 19, 2021
Report To:	Arts & Culture Advisory Committee
Councillor and Role:	Councillor Debbie Hanlon, Tourism Culture & Immigration
Ward:	N/A

Issue: Ongoing committee discussion surrounding the incorporation of diversity/inclusion in decisions re: calls for arts and cultural programming, services, etc.

Discussion – Background and Current Status:

The Arts and Culture Advisory Committee has been discussing how best to incorporate language around diversity and inclusion into various calls for art/artists that the City might undertake; for example, RFPs seeking proposals from muralists, the annual Art Procurement program, etc. Committee Members felt there should be a specific provision for the promotion of diverse and inclusive representation and proposed that the Committee draft language appropriate to furthering that objective.

The City's Arts and Cultural Development Coordinator has begun discussions with the City's Manager, Family & Leisure Services (also the staff lead for the City's Inclusion Advisory Committee and its Anti-Racism Working Group (in development)). Although no language or policies/procedures currently exist to address this, the inclusion advisory committee/anti-racism working group should be involved as this initiative progresses.

Key Considerations/Implications:

1. Budget/Financial Implications: N/A
2. Partners or Other Stakeholders: Inclusion Advisory Committee, Anti-racism working group.
3. Alignment with Strategic Directions/Adopted Plans: Our City, Our Future – Strategic Plan 2019-2029: "A Connected City;" Planning for a Creative Future – The City of St. John's Municipal Arts Plan; Roadmap 2021 "A Leading Canadian Artistic Metropolis."
4. Legal or Policy Implications: N/A
5. Privacy Implications: N/A

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6. Engagement and Communications Considerations: N/A
7. Human Resource Implications: N/A
8. Procurement Implications: N/A
9. Information Technology Implications: N/A
10. Other Implications: N/A

Conclusion/Next Steps: A small working group of Arts and Culture Advisory Committee members will draft language and meet with members of the Inclusion Advisory Committee/Anti-racism working group to discuss and amend if necessary.

Report Approval Details

Document Title:	Information Note Inclusive Language ACAC March 25 2021.docx
Attachments:	
Final Approval Date:	Mar 22, 2021

This report and all of its attachments were approved and signed as outlined below:

Elizabeth Lawrence - Mar 19, 2021 - 5:05 PM

Tanya Haywood - Mar 22, 2021 - 9:58 AM