

## EnhanceDance Justice, Equity, Diversity, and Inclusion Policy

### STATEMENT

EnhanceDance is committed to social justice through fostering access, equity, diversity, and inclusivity in our learning and working environments. EnhanceDance and individual leaders are vigilant in modeling and ensuring a non-discriminatory approach that values diverse identities, bodies, life experiences, heritages, and dance forms.

### POLICY

- It is our policy to treat all employees, volunteers, dancers/students/participants, parents and members of the public with respect and dignity, regardless of their age, race, ethnicity, national origin, language, religion or beliefs, gender, sexual orientation, family status, ability or disability, education, or socioeconomic status.
- We are committed to creating a safe and inclusive working and practice environment that is free from any discrimination, and in which all participants feel respected, valued, and supported in their right to equitable and just opportunity, as well as holistic wellbeing.
- We appreciate the diversity of each individual and will ensure that all who are involved in the dance session (class/rehearsal/performance, workshop/course) can participate to their full potential and without disadvantage.
- EnhanceDance and individual leaders will acknowledge their position and take responsibility for reflecting upon and seeking ways to continually deepen our ability to recognize and understand the inequities and challenges faced by racialized and marginalized groups.
- We will practice and encourage transparent communication and invite all voices to be heard.
- We will ensure that no participant experiences any discrimination, harassment, or bullying during the dance sessions of which we are in charge.
- We will take positive action to counteract, report, respond to, and address any discrimination or harassment that occurs during a dance session.
- We will work to dismantle and redress disparity and inequity by striving to abolish all forms of discrimination and oppression.
- We endeavour to actively cultivate and sustain with our time and resources bias-free, equitable, and anti-oppressive interactions, practices, ideologies, and institutional cultures.
- We are committed to leading with respect, tolerance, and a belief in the transformative potential of dance.

### ISSUE & REVIEW

This policy was issued May 2018. It is reviewed regularly and amended as necessary. It was last updated April 2021.

#### References:

Quin, Rafferty & Tomlinson, 2015, *Safe dance practice*  
 Gorski, 2020, *Equity literacy*

EnhanceDance primarily operates from the traditional territory of the Mississaugas of Scugog Island First Nation.