



OTTAWA GUITAR SOCIETY SOCIÉTÉ DE GUITARE D'OTTAWA

Last review: 2021 03 14

Board approval: 2021 03 14

Inclusion, Diversity, Equity & Accessibility (IDEA)

Summary: The OGS wishes to express its position on elements of Inclusion, Diversity, Equity & Accessibility (IDEA) for purposes of membership and Artistic Season planning.

IDEA definitions and terms of reference

The following are references compiled and adapted from three English (3) dictionaries.

Inclusivity: the absence of exclusion of individuals or groups.

Diversity: the demonstration and/or representation of a variety of individuals among the group.

Equity: the fair and equal treatment of all individuals.

Accessibility: the lack of barriers for individuals to reach places or to enjoy events.

Demographic and identity factors: any and all protected grounds under the *Canadian Human Rights Act*¹ and/or the *Ontario Human Rights Code*² and/or the *Québec Charter of Human Rights and Freedoms*³.

¹ <https://laws-lois.justice.gc.ca/eng/acts/h-6/section-3.html>

² <http://www.ohrc.on.ca/en/ontario-human-rights-code>

³ http://legisquebec.gouv.qc.ca/en/showdoc/cs/C-12?langCont=en#ga:l_i-gb:l_i-h1

IDEA statements

Inclusiveness

The OGS adheres to the principle that anyone who wishes to enjoy the guitar is welcome to do so within its community regardless of any members' demographic or identity factors.

Diversity

The OGS welcomes any and all persons as members regardless of their demographic or identity factors.

Equity

The OGS is committed to treating all members equally and fairly.

Accessibility

The OGS strives towards all members benefitting from equal ease to partake in its activities, events and network.

IDEA Compliments, Complaints, Comments or Concerns

Should members wish to express any CCCC items, they may do so according to the guidelines found in the OGS CCCC policy.

IDEA Objectives

To **promote and foster diversity in Artistic Season** planning and execution. The focus of OGS is guitar and the OGS is limited in means and resources. However, the OGS is committed to researching, planning and executing Artistic Seasons representative of Canada and the Ottawa-area's diversity within its Mission, Vision and Objectives.

The OGS recognizes its current lack of diversity in gender and ethnicity at the Board level. The OGS Board **remains open and engaged to recruit** Board Members and Directors of Activities to improve its diversity.

For transparency and accountability's sakes, the OGS Board will present information on the subject of Diversity at each AGM moving forward. Further, the OGS Board will **present a 5-year Diversity review** at the 2025 AGM.