



Business and Arts NL EDI Working Policy

Who

Who does this project serve? And who does it benefit?

Who might be negatively impacted by this work?

When identifying the community stakeholder groups that will be benefiting from and/or be engaged in our proposed initiative, have we asked, "Who's not here?"

What perspectives or lived experiences might be missing from our project team?

Are members of the community being served included in the initial stages of project design?

Have we chosen partners that align with our values?

What

Does this project advance the discussion on equity, engage new voices, or elevate perspectives that have previously been silent?

Is this project creating opportunities for full participation by equity-seeking groups (including but not limited to women, racialized peoples, Indigenous peoples, people with diverse gender and/or sexual orientation identities, and people of all abilities)? In both the arts and business communities?

If we are partnering with a grassroots/community partner, are they receiving fair recognition for their work? Fair remuneration for their contributions? Are they being given significant decision-making and creative power?

How

What are the performance metrics/indicators for this initiative? Do they address equity and the social wellbeing of the community?

"Nothing about us without us" - have we conferred with key stakeholders of the recipient group(s) for feedback and validation?

Will this project result in increased equity? Will it change the status quo?

Will this project be accessible?

Where

Have we considered the social and political history of the site where our proposed initiative will take place?

Have issues of accessibility related to the location been considered?