



## **Business and Arts NL EDI Working Policy**

### **Who**

Who does this project serve?

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?

Have we chosen partners that align with our charter 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?

### **Where**

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