

Don Valley Art Club

Equity, Diversity and Inclusion Policy

Approved by the Executive Board of the Don Valley Art Club, March 15, 2021

Guiding Principles

DVAC is part of a diverse society and welcomes and respects all people who may wish to take part in our purpose, programs and activities, whether as a member of our club, an invited guest or instructor, a model, or as a visitor to a public show.

DVAC recognizes that diversity may encompass race, ethnicity, nationality, sex, gender, sexual orientation, creed, age, class, political views, and physical challenges;

DVAC welcomes all artistic practices that meet our show policy with respect to format (such as requirements for framing and mounting of work for display), originality (respect for intellectual property) and media (two-dimensional media as specified in show policies.)

Art Shows

Art may not be rejected for inclusion in a DVAC art show because of the ideas or subject matter communicated unless the work:

- violates specific club show policies;
- violates the policies of the gallery or facility being used for the show;
- does not meet the material standards required for hanging shows;
- violates originality requirements of the show policy.

We encourage the broadest possible range of artistic expression, without limiting ourselves to the traditions of western art, and in particular be inclusive about indigenous art forms. Where there is any doubt about admissibility of a work, the matter should be referred to the board for final adjudication.

Any member who believes their work was unfairly excluded is invited to bring the matter to any officer of the board (President, Past-President, Vice-President, Treasurer, Secretary) who will present the issue to the board.

Complaints by a member of the public that a work presented at a public art show is discriminatory or racist or otherwise in violation of the principle of inclusivity should be referred directly to an officer of the organization, who will take the matter forward for adjudication by the board.

Models

Convenors should seek to book the widest possible range of models across all dimensions of appearance, including gender, age, ethnicity, race, and other dimensions noted above under Guiding Principles. Models are treated with respectful behaviour, and provided with appropriate changing facilities, and clean draperies. No physical contact with models is permissible at any time; all directions for poses are to be provided verbally or demonstrated.

Model pay must be consistent and equitable, based on the type of work performed.

Instructors and Artist Presentations

DVAC engages workshop instructors and artists to make presentations to club events, responding to the interests of members. Workshop instructors should be sought from diverse groups within the GTA artistic community. Special consideration should be given to including presenters/instructors from visible minority and indigenous communities.

Studio

The studio should be a welcoming place for all. Convenors, and all members, are asked to assist those with mobility challenges or other physical disability to ensure they can participate fully in the studio activities.

Studio equipment should be stored in such a way as to minimize physical hazards and ease navigation for members with mobility challenges.

Social Media

Volunteers who manage our public social media accounts should aim to reflect the diversity of our members and their art in public posts.

Our private Facebook group is to be moderated and managed to ensure all members feel welcome.

No harassment or demeaning or racist comments are to be permitted in any of these forums.

Volunteering and Elections

Committees are encouraged to engage new members, particularly diverse Canadians who may feel less confident volunteering or running for a board position.

The nominations committee will ensure that all members have an equal opportunity to express an interest in open positions. The Board, committees and other volunteer roles should reflect the diversity of the membership.

Membership

Membership admission will be managed from a waiting list, on a first-come-first-served basis, as has long been the tradition of the club.

Complaints

Any member who believes that this policy is not being adhered to is requested to make their concerns known to any officer on the board, who will bring the issue forward for investigation and adjudication by the board. If the member wishes to remain confidential, that wish should be respected.

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