

## Declaration on Diversity, Equity and Inclusion at GPAG

Advancing diversity, equity, and inclusion in our organization enhances our values and gives our work in the community greater impact. We aim for the fair treatment and full participation of all people, including populations who have been under-represented or historically discriminated against.

**Diversity** includes all the ways in which people differ, encompassing the unique characteristics including race, ethnicity, nationality, gender, sexual identity, and disability that make one individual or group distinct from another. **Equity** is the fair treatment, access, opportunity, and advancement for all people, while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups. **Inclusion** is the act of creating environments in which any individual or group can be and feel equal, welcomed, respected, supported, and valued to fully participate.

1. We commit to addressing Diversity, Equity, and Inclusion (DEI) within our organization as a means to strengthen our Mission, better serve community, and to dismantle structural barriers to opportunity. We remain guided by relevant legislation including BC Human Rights Code; BC's Multiculturalism Act; BC Declaration on the Rights of Indigenous People's Act; the Canadian Human Rights Act; and the Canadian Charter of Rights and Freedoms.
2. We understand that systemic racism and inequities exist in our community institutions across all sectors, and that they continue to cause significant disparities with long-lasting impacts for people, in particular but not limited to, Black, Indigenous, People of Colour, women, and 2SLGTBQIA+ individuals and communities.
3. As an organization in the non-profit sector, we commit to working hard to ensure our community becomes a truly equitable, safe, and inclusive place, particularly for Indigenous Peoples and racialized (in particular, South Asian, Chinese, Black) Peoples.
4. We continue to take steps to challenge our own ways of working and thinking. These include welcoming new voices and developing new strategies for Diversity, Equity, and Inclusion, plus seeking ways to enhance our commitment to Reconciliation and Indigenous Collaboration that will influence all areas of our work and programming.
5. We commit to developing a DEI framework for our organization and an action plan to activate it. We are committed to doing our part to build a more equitable future and to realize our vision of a community gallery where everyone can express themselves creatively and reach their full potential.
6. Our organization is committed to reconciliation with Indigenous Peoples. We acknowledge the Truth and Reconciliation Commission of Canada; and we acknowledge that our gallery is on the traditional territories of the Sk̓wx̓wú7mesh Úxwumixw (Squamish) Nation and is adjacent to the traditional territories of the self-governing Shíshálh (*Shishá7lh* / Sechelt) Nation. As a pro-Indigenous gallery (as stated in our Exhibition Policy) we understand reconciliation as an opportunity to honour Indigenous Peoples across this land and elevate our commitment to them.

We do this by valuing their languages and cultures, reaching out, listening to and learning from Indigenous community members; acknowledging and reflecting on colonial relationships with Indigenous Peoples; collaborating with Indigenous communities, artists, curators and organizations; and welcoming Indigenous voices, leadership, and participation in all aspects of our programming.