



Inclusion, Diversity, Equity and Accessibility Statement of the Oliver Community Theatre Society

Venables Theatre, governed by the Oliver Community Theatre Society expresses its position on elements of Inclusion, Diversity, Equity & Accessibility (IDEA) for purposes of employment, membership, and season planning. The following are definitions and terms of reference.

- Inclusion: 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 and the BC Human Rights Code.

In line with these definitions, Venables Theatre makes the following IDEA statements:

- Inclusiveness: Venables Theatre adheres to the principle that anyone who wishes to enjoy the arts is welcome to do so within their community regardless of any members' demographic or identity factors.
- Diversity: Venables Theatre welcomes any and all persons as staff, volunteers, members or performers regardless of their demographic or identity factors.
- Equity: The Venables Theatre is committed to treating all persons equally and fairly.
- Accessibility: Venables Theatre strives towards all persons benefiting from equal ease to partake in its activities, and events.

To promote and foster diversity in season planning and execution, Venables Theatre is committed to researching, planning, and executing seasons representative of Canada and the South Okanagan area's diversity within its constitution. Venables Theatre strives to achieve diversity in gender, age and ethnicity at the board level and remains open and engaged to recruit board members to improve its diversity. For the sake of transparency and accountability, the Oliver Community Theatre Society board will present information on the subject of diversity at each AGM. Members who wish to express any compliments, complaints and/or comments related to IDEA can do so by contacting the Theatre General Manager or the Board President.