

Toronto Concert Band: Positive Culture and Inclusivity Policy

Scope and Intent

The Toronto Concert Band's *mission* is effectively realized with a safe and inclusive atmosphere to rehearse and perform. The supportive culture that TCB strives to create is core to our mission's success. TCB is committed to protecting our members, directors, volunteers, and patrons from negative experiences outlined in the policy below.

Each member, director, volunteer, employee, and patron have a shared duty to uphold this policy to ensure the TCB venues are a safe and welcome space.

Policy Statement

This policy applies to the Toronto Concert Band's community: members, directors, volunteers, and patrons.

The Toronto Concert Band is committed to foster a safe and inclusive environment, where all members feel comfortable being their authentic selves. This is achieved through adhering to the fundamental values of equity, diversity, inclusion, respect and civility, treating others with compassion, being vocal in appreciation for others, and offering aid or assistance when it is needed. Members commit to giving and receiving feedback in a positive, respectful and constructive way.

The Toronto Concert Band will not tolerate discrimination, harassment, bullying, violence, including cultural insensitivity and microaggressions at any rehearsal or event.

There will be no reprisal for making a complaint in good faith.

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Procedure

Discrimination, Harassment, Bullying, Violence, Cultural Insensitivity and Microaggressions

The person who feels that they have had a negative experience has the following options and support available to them:

- If they feel safe doing so, to first use direct communication with the person engaging in the unwelcome conduct to inform them that the behaviour is undesirable or unacceptable.
- If the person does not feel safe or comfortable approaching the person engaging in the unwelcome behaviour, they are advised to directly inform a section leader.
- The section leader will work with individuals to determine if the issue that has been raised will need to be investigated and addressed by the Musical Director(s).
- Any conflicts, findings and recommended remedial actions will be addressed by the Musical Director(s).
- If necessary, or unresolved, the Musical Director(s) will approach the Board of Directors to create a resolution committee.

At each of the above steps resolution and actions will be appropriate, proportional and context driven to the needs of the affected members.

Board of Directors Members on the Resolution Committee:

In the event a complaint is escalated to the Board of Directors they further have the responsibilities to:

- Keep communication limited to Board Members that need to know about the issue to ensure the privacy and dignity of persons involved.
- Keep pertinent notes and documents only
- Keep notes and documents stored in a private location accessible only to the committee, and deleted 2 years after the resolution of the matter
- Keep the full board of Directors aware an issue exists and is being addressed, while only sharing pertinent details
- Report the incident to police where appropriate
- Apply remedial action where appropriate.

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Resources:

Why are Microaggressions harmful?

Members who do not appreciate the power and harm of cultural insensitivity and microaggressions after conversations and discussion, may continue to behave in ways that are perceived as harassment by the unintendedly harmed person. Where the Toronto Concert Band cannot impose personal values and beliefs upon its members, it commits to minimizing harm through context driven remediations in open conversations with the members.

What are Microaggressions?

From Toronto Metropolitan University:

"Microaggressions are the everyday verbal, nonverbal and environmental slights, snubs or insults targeted towards people from marginalized groups based on race, gender, sexual orientation, disability status, religious affiliation or other perceived characteristic."

<https://www.torontomu.ca/equity/resources/discourse-docs/microaggressions/>

From the University of Toronto:

"Microaggressions are intentional or unintentional acts of discrimination, which are often rooted in personal bias and systems of power and may have hurtful impacts regardless of the intent. While their impact on individuals can be significant, the term "micro" reflects that these are brief and pervasive occurrences, which may be verbal or non-verbal."

https://temertymedicine.utoronto.ca/sites/default/files/2020_12_21_-_navigating_microaggressions_in_the_classroom_copy.pdf

Cleveland Clinic Definition:

<https://health.clevelandclinic.org/what-are-microaggressions-and-examples>

Adopted

This version "Draft 3 - For Board Review" was approved and adopted by the Toronto Concert Band Board of Directors on July 31, 2024.

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