



Equity, Diversity, and Inclusion Policy and Action Plan

May 2026

OBJECTIVES AND SCOPE

The purpose of this policy is to affirm PRIM's commitment to providing services to members and fostering a work environment that promotes greater diversity, equity, and accessibility.

This policy applies to the entire organization's team (board members, executive management, employees, interns, members, freelancers, etc.) and to users (members, technicians, collaborators, etc.), whether on the organization's premises or at any other location where individuals are representing PRIM or are required to be present as part of their activities for the organization.

General management should implement the internal procedures necessary to ensure compliance with the provisions of this policy.

DEFINITIONS

Equity Refers to the adaptation of practices and resources to meet each person's specific needs. It aims to provide truly equal opportunities for success by addressing the specific barriers faced by certain individuals.

People "said to be from the diversity"

Refers to individuals whose characteristics place them outside the historically dominant norms within society.

The use of the term "so-called" emphasizes that diversity is not an intrinsic or biological characteristic of a person, but rather a social designation. It is external structures and perspectives that create the category of "diversity" in relation to an established norm.

At PRIM, this concept revolves primarily around three interrelated areas: a) ethnocultural diversity, b) gender diversity, and c) ability diversity.

a) Ethnocultural diversity

Refers to the diversity of origins, heritages, languages, and cultural identities. It is rooted in a recognition of historical power dynamics and aims to ensure equity for individuals belonging to the following groups:

- Indigenous Peoples: Refers to the original peoples of Canada and their descendants. It includes Canada's First Nations, Inuit, and Métis.
- People of color : A person who, in reality or in perception, belongs to one of the groups that have undergone a process of racialization. Racialization is a political, social, and mental process of othering.
- People from cultural communities: People born abroad or whose parents were born abroad, and whose native language -or that of their parents- is neither English nor French.

b) Sexual and Gender Diversity

Refers to the diversity of sexual orientations and the variety of gender identities, such as male, female, transgender, non-binary, queer, Two-Spirit, etc. It is rooted in a recognition of historical power dynamics and aims to promote equity for individuals belonging to the following minority groups:

- Two-Spirit People: The term “two-spirit” may be used by Indigenous people who embody both a male spirit and a female spirit, or who embody forms of gender diversity recognized in their own cultural traditions.
- Trans people: An umbrella term referring to people whose gender identity does not correspond to the gender assigned at birth. Unlike cisgender people, trans people will often undergo one or more forms of gender transition in their lives, whether social, legal, or medical.
- Lesbian, bisexual, gay, and queer people: a group of people whose sexual orientation or sexual practices differ from dominant heterosexual norms. More specifically, people who are sexually or emotionally attracted to people of the same sex and/or gender as themselves, whether exclusively or not.

c) Diversity of abilities

Refers to the variety of physical, sensory, cognitive, or psychological abilities within a community. It is based on the social model of disability:

- Disability: A state of limitation resulting from the interaction between a person and an environment that contains physical, technological, or communication barriers.
- Neurodiversity: Recognition of variations in neurological functioning (e.g., autism, ADHD) as natural forms of human diversity.

Accessibility

Refers to the creation of conditions that allow for the unimpeded use of facilities, tools, and services. It aims to ensure the independence and full participation of all by eliminating physical, technological, or communication barriers.

POLICY STATEMENT

PRIM is committed to fostering a climate of harmony and mutual respect so that everyone can feel like an integral part of the community and contribute positively to the development of the center and the community. PRIM plays an active role in eliminating all forms of discrimination, whether based on origin, gender, identity, sexual orientation, age, religion, physical appearance, or abilities.

PRIM does not tolerate any form of harassment or discrimination. This commitment applies without exception to its entire community, including:

- The in-house team (management, employees, interns);
- Governance (board members, committees);
- Employees and users (members, freelancers, partners, suppliers, and visitors).

This guiding principle applies to all interpersonal relationships, regardless of the hierarchical relationship or the context of the activity related to PRIM.

ACTION PLAN 2026–2029

To effectively put the principles of this policy into practice, PRIM is committed to implementing the following strategies and actions:

Priority 1: Support for Creative Work and Emerging Artists

Action 1. Create dedicated programs to support creative endeavors

Create support programs specifically for artists from diverse backgrounds, with evaluation criteria and support mechanisms tailored to promote equity and adapt to their creative realities.

Action 2. Mentoring and Technical Networking Program

Establish an annual mentoring program pairing artists and artisans from underrepresented communities with experienced artists and artisans from PRIM, including incentives to promote knowledge transfer, professional development, and access to post-production equipment.

Action 3. Strengthening Residences

Maintain and strengthen existing residencies that promote equity and inclusion, and ensure that artists from underrepresented communities are equitably represented among the recipients of the PRIM residency.

Action 4. Sound Creation Residency for Artists Living with Visual Impairments

Develop a residency program for sound creation dedicated to artists who are visually impaired or blind.

Priority 2: Accessibility and Outreach

Action 5. Universal Accessibility

Identify and work toward the gradual improvement of accessibility in facilities (both physical and digital) in order to eliminate barriers to the independence of people with diverse abilities.

Action 6. Communication inclusive

Make inclusion policies available on the website and adapt communications for people with sensory disabilities or language barriers.

Priority 3: Partnerships and Funding

Action 7. Strategic Alliances

Establish partnerships with organizations dedicated to supporting artists from underrepresented communities.

Action 8. Resource Development

Engage a specialized resource to identify opportunities for strategic partnerships and funding programs dedicated to accessibility and inclusion, in order to ensure the sustainability and practical implementation of the organization's initiatives in this regard.

Priority 4: Governance and Human Resources

Action 9. Fair Hiring

Establish formal recruitment practices that promote diversity, particularly by diversifying recruitment channels and adopting fair selection criteria.

Action 10. Representation on the Board of Directors

Revise the general regulations to ensure fair representation of diversity on the board of directors.

**Action 11. Equity on Juries**

Ensure that at least one woman and one artist identified as belonging to a diverse group are consistently represented on PRIM's juries and committees.

Action 12. Formation continue

Provide training on inclusive practices (anti-oppression) for PRIM's staff and Board of Directors.

Priority 5: Monitoring and Continuous Improvement**Action 13. Monitoring Committee**

Establish a "Diversity and Inclusion" monitoring committee to review, evaluate, and improve the initiatives undertaken.

Action 14. Optimizing Feedback

Integrate inclusion and accessibility indicators into debrief meetings to gather artists' first-hand experiences and adjust practices accordingly.