

# DIVERSITY, EQUITY AND INCLUSION



NFB COMMITMENTS AND OBJECTIVES\*



\* As a federal employer, the NFB also has a five-year employment equity plan.

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**BY CARRYING THROUGH ON ITS COMMITMENTS IN THE AREAS OF DIVERSITY, EQUITY AND INCLUSION, THE NATIONAL FILM BOARD OF CANADA (NFB) CAN CONTRIBUTE TO ELIMINATING DECADES OF INJUSTICE THAT HAVE ARISEN NOT ONLY IN CANADIAN SOCIETY AS A WHOLE, BUT ALSO WITHIN THE INSTITUTION.**

**THE NFB IS COMMITTED TO MAKING LASTING CHANGE AND ENSURING IT IS AN EGALITARIAN, OPEN AND DIVERSE ORGANIZATION.**

**OBJECTIVES:**

- › **Eliminate systemic racism and unconscious bias**
  - › **Reflect the Canadian population**
  - › **Prioritize diversity, equity and inclusion**
  - › **Lead by example**
  - › **Ensure lasting change**
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# COMMITMENTS

## OUR ORGANIZATIONAL CULTURE

1. Create a culture of mutual respect, dignity and inclusion.

2. Identify and name any and all racist and discriminatory policies, activities and behaviours that currently exist at the NFB and that have existed in the past.

3. Create an anti-racism policy and procedures, including a complaint mechanism, to ensure the NFB is an equitable and inclusive workplace.

4. Create a senior position responsible for equity and anti-racist practices (Director of Diversity, Equity and Inclusion); this person will be a member of the Executive Committee, reporting directly to the Commissioner, and their responsibilities will include the following:

- › In collaboration with each NFB division, implement the commitments and goals of this plan;
- › Support the divisions and Human Resources in their efforts to make the NFB an anti-racist and equitable institution;
- › In collaboration with, and within Human Resources:
  - Help maintain impartial hiring practices;
  - Help develop management and leadership competencies on all issues related to diversity, equity and inclusion;
  - Develop and provide all necessary training for NFB employees and their collaborators;
  - Provide a confidential and safe space where staff members can express their concerns about racism and other forms of oppression in the workplace.

5. Create the position of Director of Indigenous Relations and Community Engagement to forge closer ties with Indigenous communities, improve representation among NFB employees, and advise the NFB on multiple issues related to the production and distribution of NFB works.

6. Provide resources and training to ensure that all NFB employees learn about the history and currency of racism in our society (self-learning and organized training sessions).

7. Review and update NFB policies through a diversity, equity and inclusion lens to ensure they conform to, and are consistent with, Canada's Anti-Racism Strategy and the new *Work Place Harassment and Violence Prevention Regulations*.

8. Ensure that all members of the management team have precise, measurable goals for promoting a culture of equity and inclusion at the NFB.

## FROM THE SCREEN TO THE AUDIENCE

9. Ensure our programming equitably includes the voices of artists from underrepresented and racialized groups:

- › Ensure creators from underrepresented identities (Indigenous, Black, racialized, and LGBTQ2+ communities, and people with disabilities) are represented within the various Creation and Innovation committees;
- › Develop a cohesive strategy to formalize ongoing dialogue and feedback in order to include the perspectives of directors and co-producers from underrepresented identities (Indigenous, Black, racialized, and LGBTQ2+ communities, and people with disabilities) across the country.

10. Establish a respectful, clear, convenient and transparent method of data collection, allowing us to ensure our service contracts draw in a wide range of people and companies of diverse backgrounds.

11. Engage and collaborate on initiatives with organizations representing equity-seeking groups as well as various underrepresented groups within the Canadian audiovisual industry, so that we can develop greater sensitivity and openness in matters of diversity, equity and inclusion at the NFB.

12. Continue to highlight creators and promote works from diverse communities by focusing on themes of social justice, equality, intersectionality and immigration through newsletters and/or NFB blog posts.

13. Make films accessible to everyone by ensuring each new film includes described video and subtitles.

## **NFB STAFF**

14. Commit to promoting an inclusive and welcoming workplace for all staff and NFB collaborators.

15. Ensure that by March 31, 2023, the NFB workforce is more diverse and reflects Canadian society.

16. Make sure that the NFB's directors general, directors, executive producers, and producers represent the diversity of Canada and always include individuals from underrepresented communities (Indigenous, Black, racialized, and LGBTQ2+, and people with disabilities). In order to reach this goal, at least half of all new hires will be drawn from people in these groups.

17. Prioritize recruitment (2 out of 3 people) of individuals from underrepresented communities (Indigenous, Black, racialized, and LGBTQ2+, and people with disabilities) for all other management positions at the NFB as these positions open, until the NFB accurately reflects the composition of Canada's population.

18. Respect the dignity and independence of people with disabilities by taking measures to allow for integration and equal opportunity, and by preventing and eliminating obstacles in order to satisfy requirements for accessibility.

19. Cognizant of the influence of unconscious bias, strictly apply the principle of equal opportunity to all human resource activities (recruitment, training, career development).

20. Report quarterly to the Board of Trustees on the progress made in meeting these goals and fulfilling these commitments.

## **GOVERNANCE**

21. Implement a governance structure in matters of diversity, equity and inclusion.

22. Establish an annual action plan with measurable targets.

23. Provide independent quarterly reports to the Executive Committee and the Board of Trustees on issues related to diversity, equity and inclusion, unconscious bias and systemic racism at the NFB.

24. Publish an audit and annual report on the issues and progress made, present this report to all staff, and make it accessible to the public.

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*Acknowledgments: This plan is the result of reflection, consultation, and discussion with many staff members, artists, and collaborators, internal and external to the NFB. It also draws on many plans adopted by other national and international organizations. The NFB would like to specially thank its Diversity and Inclusion Committee, its BIPDC production committee, and its unions.*