

EDI Principles

The Textile Museum of Canada's principles are underpinned by respect for the dignity, rights, and full participation of all those who engage, work, and learn within the Museum.

Diversity – Diversity recognizes our individual differences.

Diversity may include gender, disability, age, race, ethnicity, religion, nationality, and sexual orientation. Within cultural institutions, diversity encompasses differences in perspectives, opinions, disciplines, skills, and learning opportunities. The Museum supports and encourages diversity by confronting barriers and biases and creating workplaces, and exploration and learning environments free of harassment and discrimination.

Equity – Equity recognizes impartiality and fairness.

Employment equity principles, policies, and practices enable equitable access, representation, opportunities, and meaningful participation of socially diverse people and equity-seeking groups such as women, members of visible minority groups, Indigenous peoples, persons with disabilities, and LGBTQ2S+ people, and people at the intersections of these identities. We recognize that privileges and barriers exist and that, as a result, everyone does not start from the same place. By acknowledging that unequal starting place, the Museum is committed to addressing these imbalances. Equity as a guiding principle means the Museum will respect and value the differences of our community and ensure that all people can grow, contribute, and develop, across our diverse identities.

Inclusion – Inclusion ensures that the historically marginalized feel they belong.

Inclusion refers to the intentional, ongoing effort to ensure that diverse people with different identities enjoy and feel welcome in the experiences the Museum has to offer. The Museum respects and cultivates the full and meaningful engagement of historically and structurally excluded individuals and groups. We seek to have all equity-seeking groups meaningfully represented in all aspects of Museum life and decision-making roles Museum-wide.

Access – Access recognizes equitable access regardless of human ability and experience.

The Museum realizes that the people who hold knowledge about accessibility are navigating visible and invisible barriers and practicing accessibility all the time. The Museum seeks to proactively reduce as many real and perceived barriers as possible while creating efficient and transparent processes for individuals to gain accommodations they are entitled to or require.

Indigenous Reconciliation – Reconciliation is a process to build and sustain respectful and ethical relationships.

We know we have much to learn from First Nations, Metis, and Inuit. The Museum has committed to meaningful engagement with Indigenous Peoples in developing initiatives and programs built through open dialogue, sharing of stories, collaboration, and co-development.