

# SOUNDSTREAMS CONCERTS CANADA

## DIVERSITY, EQUITY, AND INCLUSION POLICY

The Board of Directors (the **Board**) of Soundstreams Concerts Canada (the **Company**) approves the following policy (the **DEI Policy**).

In this DEI Policy, **diverse** or **diversity** means diversity in the broadest sense, i.e., the presence of a wide range of human qualities and attributes taking into account such factors as age, sex, race, ethnicity, physical and intellectual ability, sexual orientation, educational background and expertise.

### **Diversity, Equity, and Inclusion Statement**

The Company promotes a diverse, equitable, and inclusive corporate culture to: enrich our workplace; grow the pipeline of high potential individuals for senior leadership positions; provide opportunities for unique and diverse artistic visions of excellence; and reach a broad and diverse audience base. We also strive to promote diversity, equity and inclusion in our artistic programming and choice of stakeholders with whom we choose to work including, in particular, other arts professionals (composers, performers, technicians, production assistants, marketing groups and similar professionals).

The Company does not tolerate physical, sexual, racial, psychological, verbal or any other form of harassment, bullying or abuse in any form.

### **The Board – Measurable Objectives**

The Board seeks to maintain an optimum mix of skills, knowledge and experience in Board composition when filling Board vacancies and in its succession plan. While the overriding criteria is based on merit, the Board will give due consideration to diversity when considering potential candidates.

The Board will annually discuss and agree on the relevant measurable objectives for promoting diversity on the Board. The Board currently aspires towards the following diversity objectives in Board composition:

- no more than 70% of directors will be of a single gender; and
- at least two directors will self-identify as diverse by reason of being BIPOC, a person with one or more disabilities, or LGBTQIA+.

### **Corporate Level (AD, ED, and Staff) - Measurable Objectives**

The Board (which appoints the Artistic Director (**AD**) and the Executive Director (**ED**)) and the ED (who appoints staff) gives due consideration to the benefits of diversity when making appointments at the corporate level.

The Board will annually discuss and agree on the relevant measurable objectives for promoting diversity at the corporate level. While the overriding criteria is based on merit, the Board currently aspires towards the following percentages of diverse individuals who work for the Company at the corporate level:

- no more than 65% will be of a single gender; and
- at least 30% will self-identify as diverse by reason of being BIPOC, a person with one or more disabilities, or LGBTQIA+.

### **Monitoring and Measuring**

The Board will monitor the implementation and oversight of this DEI Policy and at least annually measure the progress made towards achieving the objectives of this DEI Policy.

If the objectives set out in this DEI Policy are not met, the Company will strive to achieve such objectives.

### **Search Firm**

In addition to its own search, the Board may engage independent search firms to assist in identifying individuals to recommend for election or appointment to the Board, and to broaden its reach for qualified and diverse candidates for the AD and ED position, who are unknown to the incumbent directors.

**Final Version Approved by the Board: March 18, 2021**