

P.E.I. Arts Guild Inc. Diversity Policy

P.E.I. Arts Guild Inc. (herein referred to as the “Guild” or the “Organization”), recognizes its talented and diverse workforce as a key competitive advantage. The success of our Organization is a reflection of the quality and skill of our people. The Guild is committed to seeking out and retaining the finest human talent to ensure our Organization’s continued growth and performance.

Diversity management benefits individuals, teams, our Organization as a whole and our customers. We recognize that each employee brings their own unique capabilities, experiences and characteristics to their work. We value such diversity at all levels of the Organization in all that we do.

The Guild believes in treating all people with respect and dignity. We strive to create and foster a supportive and understanding environment in which all individuals realize their maximum potential within the Organization, regardless of their differences. We are committed to employing the best people to do the best job possible. We recognize the importance of reflecting the diversity of our customers and the people who live in the Greater Charlottetown Area.

Building a diverse and inclusive workforce encourages employees to work together to help create a respectful and inclusive workforce and to deliver quality customer service that is reflective of the resident population.

When assessing qualified candidates for employment, The Guild will consider objective criteria having due regard to the benefits of diversity and the needs of the Organization. For the purposes of this policy, diversity includes gender, visible minorities, indigenous peoples, persons with disabilities, sexual orientation and other personal characteristics.

The Chief Executive Officer will ensure the principles guiding this policy are upheld.