



Equity Guiding Document 2020, MAR2021

This document is intended to be available to and used by any member of our community, at any level of involvement.

Guiding Principle

CiTR 101.9FM and *Discorder Magazine* (hereby referred to as “we”) strive to create a space to work, volunteer, and learn in which respect, civility, diversity, opportunity, and inclusion are valued and upheld. We are committed to using our privilege and resources as a well-established media organization to address systemic oppression and colonial practices in the content we create and the communities we serve, especially practices that we perpetuate and benefit from.

We acknowledge that discriminatory and oppressive mechanisms operate at both a personal and systemic level within our organization, and can prevent individuals in our membership from engaging with our organization in a way that fully reflects their ability, experience, and capacity. We recognize that such barriers can limit not only their contributions, but also their potential to engage with CiTR & *Discorder* at all levels, and particularly at the levels of leadership.

CiTR & *Discorder* seek to provide a platform for communities that have been systematically blocked by the mainstream media based on race, ethnicity, gender, sexuality, ability, colonial history, and class. We aim to center the voices of equity seeking individuals and groups in all aspects of our work (i.e., featured artists, content creators).

Purpose

This document is intended to provide an anti-oppression framework for the organization as a whole and act as a reference guide in any instance of station-wide decision making including, but not limited to, policy creation, hiring practices, strategic planning, and accountability processes. While undergoing this work, we recognize that by definition this document must be used as a living, evolving framework in order to accommodate all levels of knowledge and understanding, at both the personal and organizational level.

CiTR & *Discorder* will therefore commit to having clear, measurable goals to ensure that our environment, content, and opportunities appropriately welcomes and supports all members of our community.

These goals will include a commitment to having representation from equity seeking groups on all levels of our organization: Board, Staff, Student Executive, Programmers, Volunteers, and community members. While acknowledging that we, as an organization, benefit from systems of colonialism and racism and must make a conscious and concentrated effort to dismantle them.

Accountability to the Equity Guiding Document

CiTR works and interacts with students, programmers, artists, and contributors. In order to ensure that we are held accountable to the organizational goals, CiTR & *Discorder* understand that:

- This document must be made available to the general public in a barrier-free way;

- This document is read and understood by as many members as possible;
- That there must be a clear commitment from all members to ensure that CiTR and all individuals involved hold us and themselves accountable to the values and goals outlined in this document.

CiTR will conduct an annual equity audit, implemented by the Board of Directors, and publish its findings on our website's Accountability page.

This document will ensure that there is an Equity Committee chosen to review and evaluate policies and incidents as necessary. The first Equity Committee will be selected by the current Board of Directors and the Student Executive leadership; following iterations of the Equity Committee will be selected by existing members of the committee.

The Equity Committee will be composed of:

- A majority who is racialized, Indigenous, and/or disabled;
- A majority of members who are not in leadership positions at CiTR & *Discorder*;
- All will identify as a member of an equity seeking group;
- A mix of staff, volunteers, and general members;
- Be compensated financially for their work on the committee.

The operations and functions of the Equity Committee will be determined by the committee as its needs and capacity fluctuates.

CiTR & *Discorder's* Commitments to Equity

Leadership and Governance

- The membership, staff, and leadership accurately reflects the range of groups that form our society;
- Our process to develop and select our leadership promotes equitable representation of our membership;
- Our governance and policy creation are organized and conducted in an accessible way so that all participants can contribute in a manner free from obstacles, barriers, and oppression.

Training

- Adequate training for Staff and Leadership in anti-oppression and decolonizing practices;
- Provide training to our membership in producing responsible and ethical media content.

Feedback and Review

- Clear channels for feedback and communication with our membership and community at large, including options for people to provide feedback anonymously and town hall meetings attended by the Board of Directors;
- An effective process for resolving concerns and complaints that may arise from members' experience of unfair, inequitable, or oppressive treatment;

- An effective regular review process for all policies and protocols.

Reflecting and Platforming our Community

- Proactively considering accessibility to all members of CiTR & *Discorder's* communities regardless of ability, age, and/or access to education by providing plain language text, visual aids in reports;
- The formation of an Equity Committee (see above).

Definitions

Membership

Includes volunteers, programmers, collective coordinators, contributors and community members, staff, Student Executive, board members and visitors to CiTR & *Discorder*, as well as voting and non-voting members of CiTR & *Discorder*.

Colonial practice

The ongoing political, cultural, and economic oppression of Indigenous Peoples.

Racism

The systemic oppression of a racial group to the social, economic, and political advantage of another.

Equity seeking

Groups that face significant collective challenges in participating in society. This marginalization could be created by attitudinal, historic, social, and environmental barriers based on an individual's respective identity including, but not limited to, age, ethnicity, religion, disability, economic status, gender, nationality, race, sexual orientation, and transgender status.

Anti-oppression

The work of actively challenging and removing oppression perpetuated by power inequalities in society, both systemic oppression and individual perpetuations of oppression.

Community

The Greater Vancouver Regional District (GVRD) and those regions surrounding the City of Vancouver situated on the unceded, traditional Musqueam, Squamish, and Tsleil-Waututh territories, regardless of whether or not those areas are covered by CiTR's broadcast signal or *Discorder's* distribution radius.