



Media Statement

January 14, 2022

Art Gallery of Mississauga's (AGM) Diversity, Equity and Inclusion Audit is now complete. In their report, The Regional Diversity Roundtable (RDR) makes 76 recommendations.

The Art Gallery of Mississauga (AGM), its leadership team, and staff are committed to ensuring that the AGM remains an inclusive organization and has diversity reflected in all its aspects. The Art Gallery of Mississauga contracted The Regional Diversity Roundtable (RDR) to undertake a Diversity, Equity and Inclusion Audit in May 2021. RDR conducted the audit with the purpose of identifying anti-racism, anti-oppression, diversity, equity and inclusion (ARAO-DEI) strengths and gaps at the AGM and to provide appropriate recommendations to support AGM's journey of addressing and fostering inclusion organizationally.

The report is based on the analysis of the organization's environmental scan along with qualitative and quantitative data collected through staff and stakeholder participation. The report offers constructive points in addressing systemic barriers and inequity issues impacting the DEI health of the AGM.

After input from audit participants and due analysis of the gathered data 76 recommendations have been provided to assist AGM in institutionalizing belonging, equity and inclusion. These recommendations have been categorized into three areas: Governance, Operations and Service Provision with the following actionable categories;

- ▶ Addressing overt bias and oppression
- ▶ Addressing favouritism and bullying
- ▶ Contortions in following policy and practice
- ▶ Board attitude and lack of governance understanding (past and present)
- ▶ Operational issues
- ▶ Communications gaps
- ▶ Irregularities in employee documentations
- ▶ Unrealistic expectations of staff to deliver on the job
- ▶ Lack of clarity about role and responsibilities
- ▶ Onboarding gaps
- ▶ Protocol based decisions related to hiring/recruiting board, staff and contractors
- ▶ Lack of empathy and compassion in organizational culture

The Regional Diversity Roundtable recognized that the AGM has been putting significant efforts into the change process. It further emphasized the need to remain focused on building on the

commitment to inclusion. RDR recommended making ARAO-DEI education, training and implementation an ongoing and incremental priority.

Future actions include the AGM developing an ARAO-DEI Implementation Plan with clearly measurable goals and for the AGM to undertake the 2nd iteration of ARAO-DEI audit within the next two years. Steps are currently underway to respond to the recommendations. For a detailed recommendations update, email agm.connect@mississauga.ca.

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The Art Gallery of Mississauga is a guest upon the Treaty Lands and Territory of the Mississaugas of the Credit. This ancient land is part of the Treaty Lands and Territory of the Mississaugas of the Credit and the traditional homelands of the Anishinaabe, Wendat, and Haudenosaunee nation.