

Polaris Music Prize Inc.
Diversity & Inclusion Policy
Adopted by the Board of Directors on October 22, 2019

Manual: Policy and Procedures

Section: Human Resources

DIVERSITY & INCLUSION POLICY		
1.	Purpose	This policy provides guidance about the institutional commitment to diversity and inclusion at Polaris Music Prize Inc. ("Polaris").
2.	Commitment	Polaris is committed to diversity and inclusion among the people who work, or volunteer, for Polaris and in the musical artistry spotlighted by Polaris' programming.
3.	Meaning of Diversity	Diversity is the presence of a wide range of qualities and attributes within an individual, group or organization. Diversity includes such factors as age, gender identity, race, ethnicity, skin colour, religion, sexual orientation, language, marital status, parental status, regional origin, expertise, and other variables that influence personal perspectives.
4.	Meaning of Inclusion	Inclusion is about acknowledging and supporting people in their diversity. An inclusive environment is one where all team members, including employees, volunteers and stakeholders, feel empowered, encouraged, and able to contribute to decision making and bring their authentic selves to their interactions with Polaris and their work on Polaris projects.
5.	Implementing Polaris' Commitment	<p>Polaris will put the foregoing principles into practice by:</p> <ul style="list-style-type: none"> ● creating a culture of accountability for inclusion by establishing measurable goals and objectives, including goals and targets for: <ul style="list-style-type: none"> o gender identity representation on Polaris' Board of Directors and Jury; o regional representation on the Jury; o native French and English language speaker representation on the Jury; o broad genre expertise on the Jury; and

		<p>o such other factors as may be set by Polaris' management or board from time to time;</p> <ul style="list-style-type: none"> • fostering leadership where inclusion principles inform decisions made by Polaris' management and board; • promoting the value of individual difference and Polaris' commitment to an inclusive culture internally; • driving the attraction, selection, retention, greater inclusion and career advancement of diverse employees; • supporting diverse artists from a broad range of musical styles, regions, and other characteristics, to the extent possible given Polaris' mandate to award a prize in a manner that does not allow consideration of genre, region or similar factors; • making all reasonable efforts to accommodate the particular needs of employees and volunteers that arise from factors noted in the "Meaning of Diversity" section above, subject to operational requirements; • ensuring that panels and other programmed events by Polaris are properly diverse in the opinion of management, having regard to the various types of diversity noted in the "Meaning of Diversity" section above; and • where appropriate, communicating to Polaris' future stakeholders and employees the importance of diversity and inclusion to Polaris' core values and strategy. • Where possible and appropriate, partnering with organizations whose programming primarily targets diverse persons and/or musical genres
6.	Compliance with Laws	<p>Polaris will follow all legal requirements of the <i>Human Rights Act (Ontario)</i>, <i>Pay Equity Act (Ontario)</i> and the <i>Accessibility for Ontarians with Disabilities Act (Ontario)</i>, and any other law related to the subject matter of this policy, to the extent applicable to Polaris.</p>
7.	Hiring	<p>Polaris is committed to reflecting diversity in its employment practices.</p>