2023 City of Kingston Arts Fund Project Grants
Access, Diversity, and Inclusion

You must address access, diversity, and inclusion in your application. Refer to the following definitions for each word in the Guidelines:

- *Access* encompasses the physical, financial, intellectual, and socio-economic accessibility of programming, events, and venues.
- *Diversity* addresses the non-material culture of the project, specifically the way in which it welcomes people of varying abilities, income, language, incarceration history, cultural background, race, ethnicity, faith, gender, orientation, or education level.
- *Inclusion* refers to the removal of material or non-material barriers to participation, through policies in human resources, strategic planning, physical environment, programming, audience, community development, and budget management.

Here are some questions you may choose to ask yourself when reflecting on your answers:

- How does this project welcome people of different backgrounds and experiences?
- Are your materials and activities accessible in different languages?
- What are your outreach strategies to engage with the community?
- Is your venue physically accessible? Have you considered transportation, parking, and transit?
- Is your event in person, do you have a plan to manage public health risks to your audience, participants, and artists?
- Do you have a plan to accommodate audience and participant needs, for example:
  - are you providing access notes before the event?
  - Is there a break space separate from the washrooms?
  - Are there multiple seating options?
  - What kind of lighting will be used? Will performances be relaxed?