

Creating Inclusive Practices: Relaxed Spaces & Access Notes

KEYS x The KAC
April 2024



Creating Inclusive Practices:

Relaxed Spaces
& Access Notes

Wednesday, 10 April
11 AM – 1 PM via Zoom

Facilitated by
Erin Ball & Maxime Beauregard



In this two-hour online workshop facilitated by Erin Ball and Maxime Beauregard, participants explored ways to make their events and organizational practices more accessible with a primary focus on access notes and relaxed spaces. Using these tools helped organization and arts practices create more welcoming environments for the Disability community (including neurodivergent people), and strived to create a culture of consent. Participants left

with both short and long-term practical applications that could be implemented within their organizations or practices to create more inclusive environments.

This event was supported by KEYS via the Workplace Inclusion Charter (WIC). Following Erin and Maxime's presentation, KEYS staff provided a brief introduction to the Workplace Inclusion Charter and demonstrated one of many services that can be accessed through the program. The WIC team at KEYS led participants through a short group exercise, in which they analysed a job posting using an EDI lens. The goal of this event was to facilitate a discussion on inclusive practices vs. practices that create barriers for people from equity deserving groups.

About the Facilitators

Erin Ball (ze/zir) and **Maxime Beauregard** (they/them) are white, Queer, Neurodivergent, and Disabled artists who seek to shift barriers in the world of performance art.

Both Erin and Maxime work internationally as performers, coaches, choreographers, producers, accessibility consultants, and workshop facilitators. They are passionate advocates for Disability-led art, accessibility, and striving to create inclusive spaces. They are the creators of a course on Accessibility/Disability in Movement Practices. Erin is an inclusion coach with KEYS.

Erin and Maxime are catalysts for change, striving for inclusivity, accessibility, and representation within the arts. They strive to empower Disabled artists, challenge industry norms, and continue to pave the way for a more inclusive and diverse landscape while captivating audiences with their innovative performances.

About the Workplace Inclusion Charter

In April 2017, the City of Kingston endorsed a Workforce & In-migration Strategy for the community. A key priority identified in the strategy is the advancement of diversity and inclusion in the workplace. To implement the priority, a group of dedicated community members formed the Inclusive Workplaces working group. The Workplace Inclusion Charter is the result of their work. It aims to guide businesses in creating and upholding inclusive workplaces. The Workplace Inclusion Charter is designed for businesses and organizations of all sizes and at all stages of advancing diversity, equity, and inclusion.