



Equity, Diversity, Inclusion Progress Report Update - July 9, 2021

- **Action Item #5.** To help guide a system of evaluation and recruitment regarding the composition of our Board, with an aim to ensure Board membership represents the new and incoming cultural perspective represented in the regions that our theatres operate. (July 2020 - Ongoing)

Drayton Entertainment's first steps towards diversifying composition within its volunteer Board of Directors was taken at the Annual General Meeting on September 28, 2020. Everton Wilmot was welcomed as the newest member of the Board of Directors, in compliance with our organization's current by-laws. Moving forward, these by-laws will continue to be reviewed and amended as needed as Drayton Entertainment strives to strike a balance between representation (cultural, gender, and geographic) and experience/stewardship (the willingness of existing Board members to serve multiple successive terms has been key to stewardship).

Drayton Entertainment's by-laws include four Board Committees: Nominating & Governance, Finance, Property, and Personnel (HR). Each may include outside members and participation, as recommended by the Committee, and appointed by the Board.

Additionally, the Board may appoint Ad Hoc Committees as deemed appropriate to expedite the business of our organization. For example, as the Board and Staff may not have the opportunity to learn of certain issues, it may be beneficial to establish an Advisory Committee. The mandate of these Committees is to provide input about opportunities for residents of the community to participate in theatre events and programs and advise the Staff and Board on issues.

Current examples of these Committees include Fundraising, Strategic Planning, and Equity, Diversity & Inclusion (EDI). Smaller, non-voting sub-committees consisting of outside members, may be formed within these Ad Hoc Committees (examples: there is a Families Committee for our new Youth Academy; in the past we have assembled a Campaign Cabinet of community stakeholders to support capital infrastructure campaigns).

Drayton Entertainment believes that by further increasing the variety of perspectives resulting from diversity, our organization will become more creative, flexible, and productive as we

continue to serve the community. This is reinforced within our Board of Directors manual, which not only guides the actions of the Board, but the very composition of the Board itself.

Values Statement (in part), April 2009

“Drayton Entertainment is committed to promoting a wide opportunity of access at all levels. It recognizes that this policy will enhance and enrich all concerned by inclusivity of experience gained ... Drayton Entertainment prohibits discrimination because of race, disability, colour, creed, religion, gender, age, sexual orientation, national origin, ancestry, citizenship, military or veteran status, or any other protected classification. This policy applies to all activities of Drayton Entertainment, including but not limited to employment, selection of volunteers, service industry, purchasing and selecting vendors or consultants.”

– Board of Directors Manual