

## SAFER SPACES POLICY

The Edmonton Folk Music Festival Society is committed to providing a safe space for all, including marginalized and vulnerable segments of our population. It aspires to put on a leading folk music festival while embracing a vision of inclusivity. The EFMFS will nurture safer spaces where all people regardless of age, race, ethnicity, sexual orientation, gender identity, gender expression, ability, socioeconomic status, religion, or other personal characteristics should feel safe, welcome, and valued.

### KEY RESPONSIBILITIES:

**Patrons:** The EFMFS encourages its patrons to participate in its vision of inclusivity while contributing to the festival experience.

**Producer:** Is responsible for ensuring that the staff of the EFMFS is aware, and understands the policy.

**Manager of Volunteers:** Is responsible for ensuring all volunteers are aware of and understand the policy.

**All Society Members, Board Members, Volunteers, and Staff:** Are responsible to ensure that the policy is implemented and carried out effectively within their sphere of responsibility. Contributions to maintaining and enhancing the Safer Space policy can include:

- Encouraging use of inclusive language and communication.
- Recognizing that allies are needed, especially within vulnerable populations whose voices are often ignored or dismissed.
- Bringing forward areas of the festival that they believe can be improved upon to ensure a safer space.
- Consider displaying welcoming symbols on themselves or in their areas of work in places visible to all patrons.