

## **REPORT SUMMARY**

### **Themes from Employees**

Employees and management were interviewed to gain insight into specific processes of the Gallery relating to decolonization, equity, and antiracism. Through anonymous responses to the comprehensive survey and during interviews, Indigenous and/or racialized current and former employees reported concerns which constitute everyday racism, including microaggressions, as well as systemic oppression reinforced by individual conduct within the workplace. Indigenous and/or racialized employees reported experiencing everyday racism at all levels of the organization; staff who were neither Indigenous nor racialized also reported witnessing oppressive conduct towards Indigenous and/or racialized employees by others.

### **Staff Survey Findings**

- The workforce at WAG-Qaumajuq is relatively young; Indigenous and racialized respondents were disproportionately younger overall relative to the other employees.
- Among white respondents, 36% were first hired as casual employees, short-term contract employees, or as independent contractors. As of the date of the survey, the total number of white respondents working in those capacities had decreased to 17% of total respondents, which is a sign that white employees are moving through the organization towards permanency.
- By comparison, for racialized and Indigenous employees, 14% of respondents were first hired as casual employees, short-term contract employees, or as independent contractors. As of the date of the survey, that percentage had decreased by only 1%, which is an indication that systemic barriers are preventing racialized and Indigenous employees from obtaining permanent positions with WAG-Qaumajuq.
- Most Indigenous and racialized respondents have been employed with the Gallery for less than five years; all the persons who have been with WAG-Qaumajuq for more than 20 years identified themselves as white. This is likely a function of WAG-Qaumajuq's efforts to increase hiring employees from marginalized communities, combined with the historic over-representation of White employees.
- Women are over-represented within the organization and there is gender parity within the Leadership Team; while there is no evidence of systemic barriers for (white) women accessing employment at all levels of the organization, there were nevertheless reports of being subjected to sexist microaggressions.
- Similarly, members of 2SLGBTQIA+ communities are well-represented within the organization, and there are no indications of systemic barriers for these employees. However, there were reports of oppressive inter-personal conduct relating to gender identity.

- The number of persons reporting a disability in the workplace is lower relative to the number of persons aged 15 and older who reported having a disability in the 2017 census (22%). Some microaggressions and concern with respect to disability being a barrier to advancement at WAG-Qaumajuq were reported. It is unclear if the under-reporting of disabilities relative to the total population is because of under-reporting of disabilities by employees within the survey or under-representation.
- Fewer Indigenous and racialized employees felt as strongly that they belong at WAG-Qaumajuq than their white counterparts; this is a signal that the workplace culture must shift to improve the employee experience at WAG-Qaumajuq.

## **Document Review**

Hundreds of pages of documents were reviewed relating to all aspects of Gallery operations, including but not limited to policies, procedures, and decision-making processes to identify barriers to equitable practice and recommendations for changes to key policies and procedures were made.

## **Site Visits**

Planned site visits were conducted to observe strengths and challenges relating to equity within the physical environment for employees as well as for the visiting public. An anonymous site visit was also conducted to observe the ways in which the Gallery engages in equitable practices when interacting with the visiting public and recommendations for changes were made.

## **Actions**

Comprehensive recommendations were made in several areas of WAG-Qaumajuq's operations to support decolonization, Indigenization, equity, and antiracism, including recommended changes to and renewed focus on:

- leadership functions and corporate structure
- revision of people and culture (human resource) policies and practices
- employee and leadership performance expectations
- bias-reduction practices
- employee wellbeing
- education and training
- assessment and research
- visitor experiences
- external relations

## **Next Steps**

- The organization is allowing time for staff to digest the report summary and recommendations.
- WAG-Qaumajuq staff are working together to put a plan in place to address the recommendations that have been put forward.
- Progress updates will be shared at wag.ca.