



Okotoks Film Society

Policy of Inclusion

Why?: Many groups of marginalized areas of society are given many limitations and don't always feel accepted and welcome, for this reason they are more cautious about who they trust to work with. As an organization working to include all individuals, we want to create our inclusion policy so that anyone can see they are welcome and do not have to guess about the safety of working with the Okotoks Film Society. This policy is intended to help create our relationships and guide the Board moving forward, we want these values to be reflected in our ongoing actions and hold us accountable.

The Society Believes:

1. Individuals should not face judgment or prejudice based on their race, sexual orientation, ability, gender, religion, age, nationality, language, or identity.
2. We should screen and encourage filmmaking that aligns with the above belief and share messaging that helps individuals better understand and accept one another.
3. We should align ourselves with individuals and organizations that share these beliefs.
4. We should continue to grow and learn as a board and society. We should remain open to education from the community on how to better represent all individuals.

Policy Guidelines and Actions:

1. When selecting content to show at the Okotoks Film Society events, we will NEVER discriminate against a film based on things outside of crew member control; this includes gender, race, sexual identity, spiritual background, or physical ability, etc.. To further represent this point, each year the Society shall insure some programming of films with cast or crew of diversity.
2. When looking to attendance at our events, we will not tolerate bullying, harassment, or discrimination. All individuals are welcome at our events if they adhere to this policy.
3. Each year, programming shall insure at least one film (but encouraging more) pertaining to a social issue with messaging at the discretion of the filmmaker. We shall not dictate how filmmakers should tell their stories and shall show messaging the way selected filmmakers intend.
4. The Society will actively create relationships with individuals and organizations that reflect our policies, either on or off the Board, when specific messaging is needed.
5. The Board will remain open and available for conversation should a member of the community wish to speak to issues within the organization or messaging. The Board will review on a case-by-case basis where problematic figures are involved and decided how to proceed.
6. We will include a land acknowledgement and/or similar at all events. We will listen to best practices and adapt.

Thank you,

The Okotoks Film Society Board and Membership