



*Connecting the Canadian Live Performing Arts Community
Réunir le milieu canadien des technologies scénographiques*

CITT/ICTS Guiding Values Framework, presented by the IDEA Committee July 2026

Our Collective Objective

CITT/ICTS recognizes that fostering Inclusion, Diversity, Equity, and Accessibility (IDEA) is an ongoing commitment that requires collaboration, reflection, and accountability at every level of the organization.

Our success as a national organization depends on relationships built on trust, respect, and shared responsibility. We therefore affirm the following guiding values as foundational to all aspects of our work:

1. Reciprocity
2. Kindness
3. Generosity
4. Respect
5. Rigour

These values are intended to guide everyone who participates in the work of CITT/ICTS — including members, volunteers, staff, Board Directors, Regional Sections, facilitators, presenters, and event participants.

The National Board and Regional Sections commit to upholding these values, supporting one another in living them, and thoughtfully holding ourselves and each other accountable. We strive to weave these principles into our governance, programming, decision-making, and relationships.

Guiding Values :

1. Reciprocity

We value the mutual exchange of care, knowledge, support, and responsibility. Reciprocity recognizes that contributions may not always be immediate or equal, but that healthy communities are built through ongoing relationships of mutual care.

2. Kindness

We approach one another with compassion, empathy, and a genuine desire to contribute to each other's well-being. Kindness recognizes that every interaction shapes our community.

3. Generosity

We choose to share our knowledge, time, and resources whenever possible. We seek first to understand, extend good faith, and assume positive intent while remaining open to accountability and learning.

4. Respect

We honour the inherent dignity, lived experience, identities, and cultural contexts of every person. Respect is reflected in both our words and our actions, particularly when perspectives differ.

5. Rigour

We commit to thoughtful, reflective, and accountable practice. Rigour means engaging with difficult conversations, meeting our responsibilities with integrity, and remaining open to continuous learning and improvement.

Ways of Being

CITT/ICTS recognizes that there are many valid ways of gathering, communicating, learning, and making decisions.

While certain formal meetings must satisfy legal and governance requirements, we acknowledge that traditional parliamentary procedures represent only one approach to collective governance. We encourage Regional Sections, committees, and working groups to explore meeting practices that are accessible, culturally responsive, relationship-centred, and appropriate for their communities, provided they continue to meet their legal and organizational obligations.

The National Board has identified the minimum legal and governance requirements through the organization's bylaws. The bylaws are applied to meetings while remaining flexible in how meetings are facilitated beyond those requirements.

Regional Sections, as independent legal entities, are encouraged to have additional obligations based on their governing legislation, bylaws, and constitutions. It is strongly suggested that each Section adopt meeting practices that best support the participation and accessibility needs of its regional members.

Shared Understanding and Common Definitions

Beyond our values and ways of being, CITT/ICTS recognizes that members, volunteers, staff, and participants may encounter systemic structures, institutional practices, or forms of discrimination that exist beyond the direct authority or control of the organization.

To support a shared understanding and common language, CITT/ICTS adopts the following definitions, drawn primarily from the Government of Canada's terminology and guidance. These definitions are intended to provide context for discussion and decision-making and do not replace applicable legislation, organizational policies, or human rights protections.

- **Anti-Indigenous Racism** - The ongoing discrimination, negative stereotyping, and injustice experienced by Indigenous Peoples in Canada. It includes ideas and practices that establish, maintain, and perpetuate power imbalances, systemic barriers, and inequitable outcomes that stem from the legacy of colonial policies and practices that continue today. Systemic anti-Indigenous racism is reflected in discriminatory federal policies such as the Indian Act and the residential school system, and is evident in the overrepresentation of Indigenous Peoples in criminal justice and child welfare systems, as well as inequitable outcomes in education, health, and well-being.
- **Ableism** - Discrimination and social prejudice against people with disabilities or those perceived to have disabilities. Ableism characterizes people with disabilities as inferior to those who are non-disabled and can create barriers to equitable participation.
- **Accountability** - The practice of individuals, groups, and organizations taking responsibility for their actions, decisions, and commitments, and acknowledging the people and values to which they are responsible.
- **Colonization and Colonialism** - Colonization is the process of invasion, dispossession, genocide, and subjugation of Indigenous Peoples, resulting in the displacement of original inhabitants and long-term institutionalized inequality. The relationship between colonizer and colonized is inherently unequal and benefits the colonizer at the expense of the colonized.

Settler colonialism, as experienced in Canada, is an ongoing process in which the colonizing population remains on the land, asserts sovereignty, and seeks to assimilate Indigenous Peoples while eroding their cultures, traditions, and relationships to the land.

Colonialism refers to the ideology, structures, and systems that enable and sustain colonization.

- **Emotional Labour** - The mental and emotional effort required to manage relationships, navigate interpersonal dynamics, and support the functioning of a group or organization. Emotional labour is often unrecognized and may fall disproportionately on women, Indigenous peoples, racialized communities, persons with disabilities, and other equity-deserving groups, particularly through expectations to self-advocate, educate others, or address inequity.
- **Predominantly White Institution** - An institution in which 50 percent or more of employees and organizational leadership identify as White.
- **Racism** - Individual actions or institutional practices that treat people differently because of their race, ethnicity, or colour, resulting in discrimination, exclusion, or inequitable outcomes.
- **Psychological Harassment** - Vexatious behaviour in the form of repeated comments, actions, or gestures that are hostile, inappropriate, or unwelcome, and that affect a person's dignity or psychological or physical integrity, creating a harmful or unhealthy environment.
- **Psychological Safety** - A shared condition in which people feel able to participate fully, contribute ideas, ask questions, acknowledge mistakes, express concerns, and respectfully challenge one another without fear of humiliation, exclusion, retaliation, or interpersonal harm. Psychological safety supports learning, collaboration, accountability, and healthy decision-making. It does not eliminate disagreement, difficult conversations, or accountability; rather, it enables individuals to engage in these interactions respectfully while maintaining the dignity and well-being of everyone involved.
- **Additional Definitions** - This glossary is intended to evolve as CITT/ICTS continues its Inclusion, Diversity, Equity, and Accessibility work. Additional definitions may be incorporated through future review and Board approval to reflect emerging leading practices, legislative changes, and community needs.

***Definitions in this section are adapted from Government of Canada resources and other publicly available human rights guidance. They are included to establish shared language and should be reviewed periodically to ensure they remain current.

CITT/ICTS Supporting Policies

This Guiding Values Framework should be read alongside the following CITT/ICTS policies:

- [Member Code of Conduct](#)
- [Anti-violence, Harassment, Psychological Harassment and Sexual Harassment Policy](#)

- [Anti-violence, Harassment, Psychological Harassment and Sexual Harassment Policy - Administration](#)

The Board recognizes that these documents should be reviewed periodically to ensure they remain aligned with this framework, current legislation, and leading practices in governance and inclusion.