

Get on Board Workshop & Speaker Series

January 24, 2018

DECENT WORK: CREATING BETTER AND MORE SATISFYING WORKPLACES IN THE ARTS

USEFUL RESOURCES

THE DECENT WORK MOVEMENT

Ontario Nonprofit Network (ONN) Decent Work Checklist for Ontario's Nonprofit Sector
<http://theonncan.ca/wp-content/uploads/2017/10/ONN-Decent-Work-Checklist.pdf>

ONN Decent Work Charter for Ontario's Nonprofit Sector
<http://theonncan.ca/wp-content/uploads/2017/10/ONN-Decent-work-charter.pdf>

ONN Decent Work for Women Project
<http://theonncan.ca/our-work/our-people/decent-work-women/>

ONN Sector Wide Pension Project
<http://theonncan.ca/our-work/our-people/pensions-and-nonprofits/>

ONN Employee Benefits Program
<http://theonncan.ca/services/purchasing/onn-employee-benefits-program/>

POLICIES AND PRACTICES

Fair Workplaces and Better Jobs Act, 2017 (Bill 148)
<https://www.ontario.ca/page/plan-fair-workplaces-and-better-jobs-bill-148>

ONN Five Things To Know and Do About The Proposed Labour Reform
<http://ontariononprofitnetwork.onfireplace.org/Is-your-nonprofit-ready-Proposed-labour-reform-Five-things-to-know-and-do-now>

Toronto Arts Council, Developing an Anti-Racism, Access and Equity Policy and Human Rights Complaint Procedure for your Organization: Anti-racism, Access and Equity policy template
<https://www.google.ca/url?sa=t&rct=j&q=&esrc=s&source=web&cd=1&cad=rja&uact=8&ved=0ahUKEwibzLuziOXYAhWhY98KHelqDkAQFggpMAA&url=http%3A%2F%2Fwww.torontoartscouncil.org%2FTAC%2Fmedia%2Ftac%2FGrants%2FReference%2520Documents%2FTAC-Anti-racism-Access-and-Equity-policy-template.doc&usq=AOvVaw0aeTse3pEIXVtpHaEUbIP0>

The Denver Foundation, Example of Non-discrimination Statement and Policy, from Richard Male and Associates
<http://www.nonprofitinclusiveness.org/example-non-discrimination-statement-and-policy>

Canadian Human Rights Commission, Anti-harassment policies for the workplace: An Employer's Guide

<https://www.chrc-ccdp.gc.ca/eng/content/anti-harassment-policies-workplace-employers-guide>

Accessibility Ontario: Accessibility Resources, Plans and Templates, Webinars and AODA (Accessibility for Ontarians with Disabilities Act) Training

<https://accessontario.com/>

20 Questions Directors of Not-For-Profit Organizations Should Ask About Human Resources by Adrienne Campbell, for Chartered Professional Accountants Canada, 2011

<https://ascy.ca/wp-content/uploads/2016/01/20QuestionsDirectorsofNotforProfitOrganizationsShouldAskaboutHumanResources.pdf>

Work in Culture Human Resources Guide: Tools and Tips on Best HR Practices in the Cultural Sector, Dealing with Conflict, Rewarding Volunteers, Recruitment, Terminations and more

<http://www.workinculture.ca/HRguide>

Annual Performance Reviews RIP, Creative Trust blog by Jini Stolk, November 10, 2015

<http://www.creativetrust.ca/2015/11/annual-performance-reviews-rip/>

WAGES

Canada Council's National Compensation Study (**results available in early 2018**): first update since 2009 survey, available on the Canada Council website under Research

<http://canadacouncil.ca/spotlight/2017/10/2017-national-compensation-study>

2017 Canadian Nonprofit Sector Salary & Benefits Report: Executive Summary, by The Portage Group Inc. for Charity Village, January 2017

https://charityvillage.com/cms/Portals/0/CharityVillage/Salary%20Survey/CV_Compensation_2017_executive_summary.pdf

High and Low Pay Fields for Nonprofit CEOs, and the Woman Problem: GuideStar's 2017 Compensation Study Is Out!, by Ruth McCambridge, Nonprofit Quarterly, September 12, 2017

https://nonprofitquarterly.org/2017/09/12/guidestar-nonprofit-compensation-high-low-pay-woman-problem/?utm_source=Daily+Newswire&utm_campaign=145f049739-EMAIL_CAMPAIGN_2017_9_12&utm_medium=email&utm_term=0_94063a1d17-145f049739-12391361

Waging Culture: A Report on the Socio-Economic Status of Canadian Visual Artists, by Michael Maranda, Art Gallery of York University, 10 December 2014

<http://www.hillstrategies.com/content/waging-culture>

When you don't disclose salary range on a job posting a unicorn loses its wings, Nonprofit with Balls blog by Vu Le, June 2015

<http://nonprofitaf.com/2015/06/when-you-dont-disclose-salary-range-on-a-job-posting-a-unicorn-loses-its-wings/>

People First, Creative Trust blog by Jini Stolk, July 2016

<http://www.creativetrust.ca/2016/07/people-first/>

Generator #UrgentExchange, Desiring Diversity, but who can afford to work for free?, workshop recording January 4, 2018

<https://www.pscp.tv/GeneratorTO/1RDxInQRaWEGL>

Who can afford to be a starving artist? The key to success might be risk tolerance, not talent, by Shawn Lent, Louise Geraghty, Michael Feldman, Talia Gibas, and Ian David Moss, Createquity, June 2016

<http://createquity.com/2016/06/who-can-afford-to-be-a-starving-artist/>

WORKING CONDITIONS

Employee Engagement and Retention In Canada's Nonprofit Sector: A discussion paper based on survey data collected as part of the 2016 Nonprofit Employer of Choice™ (NEOC) Awards program

<http://neoc.cranberrysites.com/media/uploads/neoc-white-paper-2016-final.pdf>

Why People Really Quit Their Jobs, by Lori Goler, Janelle Gale, Brynn Harrington, Adam Grant, Harvard Business Review, January 11, 2018

<https://hbr.org/2018/01/why-people-really-quit-their-jobs>

Take This Quiz to Figure Out How to Be Happier at Work, by Annie McKee, Harvard Business Review, October 13, 2017

<https://hbr.org/2017/10/take-this-quiz-to-figure-out-how-to-be-happier-at-work>

A Call to Inaction: Nonprofits Give Your Staff a Break, Nonprofit AF blog, by Vu Le

<http://nonprofitaf.com/2017/12/a-call-to-inaction-nonprofits-give-your-staff-a-break/>

What are the Chances? Success in the Arts in the 21st Century, by Alexis Clements, Los Angeles Review of Books, November 17, 2016

<https://lareviewofbooks.org/article/chances-success-arts-21st-century#!>

It's 2017. Why are we still telling women to act like men at work?, by Sallie Krawcheck, LinkedIn, January 14, 2017

<https://www.linkedin.com/pulse/its-2017-why-we-still-telling-women-act-like-men-work-krawcheck/?trk=eml-email%20feed%20ecosystem%20digest%2001-hero-0-null&midToken=AQEZWvWzDQBnaw&fromEmail=fromEmail&ut=2owel0mVQfEU41>

PAY ATTENTION!

WEBINAR on Conducting Workplace Investigations of Harassment, January 26, 1:30 – 3pm, with Todd Weisberg of Shields O'Donnell MacKillop, presented by Professional Association of Canadian Theatres **for PACT members only**

<https://pact.ca/event/conducting-workplace-investigations-of-harassment/>

Boards must be proactive to protect employees, Toronto Star Editorial, January 8, 2018

<https://www.thestar.com/opinion/editorials/2018/01/08/boards-must-be-proactive-to-protect-employees.html>

Ballet Leaders Allowed Peter Martins to Act with Impunity, Dancers Say: Current and former dancers and executives at New York City Ballet say that some leaders were enamored with or fearful of Mr. Martins, New York Times, January 2, 2018

<https://www.nytimes.com/2018/01/02/arts/dance/peter-martins-ballet-harassment.html>

Generator #UrgentExchange, Who is a Monster? What makes a Monster? Am I a Monster? #MeToo What next?, workshop recording January 6, 2018

<https://www.pscp.tv/GeneratorTO/1MYGNjklyWLGw>