

# **FRAMEWORK FOR MISSION ALIGNMENT INVENTORY FOR FIERTÉ MONTRÉAL'S PARTNERS**

# INTRODUCTION

Version 20241210

Thank you for your interest in Fierté Montréal!

We're excited about the opportunity to collaborate with you and create a partnership that will bring value to your business while fulfilling Fierté Montréal's mission..

Fierté Montréal offers a festival that celebrates the authenticity, diversity, and richness of the 2SLGBTQIA+ communities, where partners are invited to demonstrate their support and actions towards the communities.

This questionnaire is an opportunity for Fierté Montréal to learn more about your organization, more specifically its efforts to support the 2SLGBTQIA+ communities. This exercise is an opportunity for us to get to know you better and to carry out an internal analysis of your organization, its actions, and policies, in order to open up our discussions to strengthen relations with the 2SLGBTQIA+ communities, both internally and externally.

All organizations that have worked with Fierté Montréal in the past and wish to collaborate again must complete this form. Organizations with which Fierté Montréal has multi-year agreements are no exception to this rule.

The compiled responses provide data that enable Fierté Montréal to monitor the progress of its partners in terms of equity, diversity, and inclusion.

Fierté Montréal acknowledges that we partner with a wide variety of organizations and that some of the questions below — or types of measures taken — may not be relevant to every partner. Please complete the application to the best of your knowledge. The data compiled in this form is for Fierté Montréal's internal use only; we guarantee that the results will remain confidential and your privacy will be protected.

Before completing the questionnaire, please familiarize yourself with the following statements :

## 1. Fierté Montréal's mission, vision and values

—> **Mission:** Fierté Montréal amplifies the voices of 2SLGBTQIA+ communities to assure their representation, their inclusion, and the recognition of their rights in society.

Catalysts for social change, our Festival, our community initiatives, as well as our artistic and cultural projects celebrate the creativity and resilience of our communities.

Mindful of and in collaboration with 2SLGBTQIA+ communities, we call attention to their fights and realities in the wider public and the institutions.

—> **Vision:** We will be recognized for our contribution to the 2SLGBTQIA+ communities.

We will have built lasting bridges with the communities and will have adapted our actions and approaches to better support their demands and aspirations.

To affirm our presence and extend our reach, we will have deployed year-round programming and content rooted in the arts, culture, and community action.

—> **Values:** Equity, Integrity, Commitment, Sustainability, Celebration

## 2. Authentic Engagement

Organizations must demonstrate a genuine commitment to defend 2SLGBTQIA+ peoples' rights and to respect their dignity. This commitment must translate into concrete actions that benefit communities of sexual and gender diversity.

—> **Inclusive policies and practices:** We give preference to organizations that actively support 2SLGBTQIA+ communities through internal non-discrimination practices and equity, diversity, and inclusion (EDI) programs.

—> **Long-term support:** Organizations must demonstrate a long-term commitment, supporting initiatives that protect or advocate for 2SLGBTQIA+ communities beyond Pride Month (June) or the Fierté Montréal Festival (August).

—> **Avoiding pinkwashing:** We will ensure that organizations are genuinely committed to the community, and do not seek to exploit 2SLGBTQIA+ causes solely to improve their image or for commercial purposes.

### 3. Eco-responsibility

Eco-responsibility is a priority for Fierté Montréal. We wish to associate ourselves with partner organizations that have adopted environmentally friendly practices, in keeping with our sustainable vision of the Festival.

→ **Working together for a green future:** Where applicable, we prioritize choosing partners who will work with us to achieve our eco-responsibility objectives, particularly in the areas of waste management, responsible sourcing, transportation, food, water, and energy management, and socially sustainable practices.

### 4. Respect for human rights according to global standards

Fierté Montréal firmly adheres to human rights principles in accordance with the Quebec Charter of Human Rights and Freedoms and the Canadian Charter of Rights and Freedoms.

### 5. Adapting, revising, and updating the framework for mission alignment

This framework for this mission alignment inventory will be regularly revised as social issues arise, particularly those concerning 2SLGBTQIA+ communities, the environment, and human rights. Fierté Montréal's partner organizations will be asked to repeat this exercise annually, so that we can keep tabs on how your practices are evolving, too.

### Conclusion

By completing this form, our partner organizations show us how they adhere to Fierté Montréal's core values and its commitment to 2SLGBTQIA+ communities. Fierté Montréal does not aim for perfection, but rather for progress in rights advocacy and the continuous improvement of practices that pertain thereto.

## → Organization Name

## → Manager

- Your Name
- Job title/position
- Your e-mail address

## → How much overlap do you see between your organization and Fierté Montréal in terms of mission, vision, and values?

- **Mission:** Fierté Montréal amplifies the voices of 2SLGBTQIA+ communities to assure their representation, their inclusion, and the recognition of their rights in society. Catalysts for social change, our Festival, our community initiatives, as well as our artistic and cultural projects celebrate the creativity and resilience of our communities. Mindful of and in collaboration with 2SLGBTQIA+ communities, we call attention to their fights and realities in the wider public and the institutions.
- **Vision:** We will be recognized for our contribution to the 2SLGBTQIA+ communities. We will have built lasting bridges with the communities and will have adapted our actions and approaches to better support their demands and aspirations. To affirm our presence and extend our reach, we will have deployed year-round programming and content rooted in the arts, culture, and community action.
- **Values:** Equity, integrity, commitment, sustainability and celebration
- **Choose one:**
  - Disagree
  - Somewhat agree
  - Mostly agree
  - Totally agree

## External Relations

### → Has your organization been involved with Fierté Montréal in the past?

- Never
- Once
- Sometimes
- Often

### → Has your organization ever been involved with another pride event (with the exception of the Fierté Montréal Festival) in the past?

- Never
- Once
- Sometimes
- Often
- Which pride? (optional)

—> **Has your organization ever been involved with a 2SLGBTQIA+ community organization (with the exception of Fierté Montréal) in the past?**

- Never
- Once
- A few times
- Often
- Which one? (optional)

—> **Does your organization have a history of community involvement outside the 2SLGBTQIA+ communities? - If possible, please give examples of your involvement.**

- No
- Not very involved
- Somewhat involved
- Involved
- Very involved
- Examples (optional)

—> **Does your organization support or associate itself with an event, organization or business that conflicts with Fierté Montréal's values?**

- Yes
- No
- Don't know

—> **Do any of your products/services have an impact on the 2SLGBTQIA+ communities? - Please explain.**

- No spin-offs
- Negative impact
- Positive spin-off
- Explain

## **Internal Practices**

—> **Does your organization have a Diversity, Equity, and Inclusion (DEI) policy? If so, what does it involve?**

- No
- Policy condemning all forms of discrimination
- Policy favoring diversity based on sexual orientation and gender identity/expression, cultural background, ethnic or national origin, and disability
- Other, please explain
- Don't know

—> **Does your organization hold internal awareness-raising activities promoting diversity, equity, and inclusion (EDI)? If so, what do they involve?**

- No
- No, but it is in development
- Yes, sporadically
- Yes, regularly
- Don't know
- If yes, please explain.

—> **Does your organization have internal employee committees dedicated to supporting 2SLGBTQIA+ communities, accessibility, women's equality, or anti-racism initiatives? Please check all that apply.**

- No
- 2SLGBTQIA+ communities
- Accessibility
- Anti-racism
- Indigenous communities
- Women's equality
- Other (please specify)
- Don't know

—> **Has your organization contributed to supporting or creating programs or initiatives in favor of 2SLGBTQIA+ communities? - If so, please provide details.**

- No
- No, but our organization is working to set up an initiative or committee dedicated to supporting the 2SLGBTQIA+ communities
- Our organization supports an existing program or initiative
- Our organization supports an existing program or initiative, and employees are encouraged to get involved.
- Our organization supports several existing programs and initiatives
- Our organization supports several existing programs and initiatives, and employees are encouraged to get involved.
- Our organization has created its own initiative
- Don't know

—> **Has your organization ever been involved in any of the following situations: homophobia, transphobia, xenophobia, racism, ageism, or ableism?**

- Yes, and the situation has been addressed
- Yes and the situation has not been dealt with
- No
- Don't know

—> **Does your organization offer training in equity, diversity, and inclusion?**

- No
- Yes, several managers have undergone training
- Yes, training is mandatory for all managers.
- Yes, all the organization's employees are required to undergo training.
- Yes, a permanent program offering several distinct training courses is offered to all employees.
- Don't know

## **EcoResponsibility**

—> **Does your organization have an eco-responsibility / sustainable development policy?**

- Yes
- No
- I don't know

—> **Could your organization contribute to Fierté Montréal Festival's sustainable objectives by any of the following?**

- Residual materials management
- Responsible sourcing
- Public transit / sustainable transport
- Eco-responsible vehicles
- Power supply
- Water and energy management
- Social practices
- Other (please specify)
- Don't know
- Does not apply to my organization

## **Additional questions**

—> **How did you hear about partnership opportunities with Fierté Montréal? (Non-specified word count)**

—> **In a few lines, what motivates you to collaborate with Fierté Montréal? (Non-specified word count)**



—> **For your information, Fierté Montréal works with a wide range of 2SLGBTQIA+ community organizations that can offer training on the realities of sexual and gender diversity in the workplace. Would you be interested in this type of training?**

- Yes
- No
- No, we have already taken one or more training courses

—> **Please attach any relevant documents (e.g. internal policy, statements of commitment, certifications).**

If you have any questions, please contact: [gsylvestre@fiertemontreal.com](mailto:gsylvestre@fiertemontreal.com)

