



EVER SICK! CONSULTING – POLICIES & PROCEDURES

Ever Sick! Consulting Policies and Processes for Eligibility in Relation to First Nations, Inuit, and Métis Identity

Updated: January 03, 2026

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Ever Sick! Consulting is committed to developing rigorous processes to vet eligibility and ensure that our talent management services, representation opportunities, and arts consulting support are provided to **2SLGBTQQIA+ First Nations, Inuit, and Métis** artists, creators, and professionals.

Our staff and leadership are committed to an ongoing process of developing these procedures, which are reviewed annually and in response to feedback from 2SLGBTQQIA+ First Nations, Inuit, Métis community members. Ever Sick! Consulting is moving beyond self-identification and box-checking; we expect applicants to be able to tell us who they are and where they come from in relation to their First Nations, Inuit, and Métis identity.

The policies and processes outlined in this document are informed by best practices in the creative sector, including insights from reports on First Nations, Inuit, and Métis eligibility in arts and media. This document builds on third-party perspectives and recommendations related to determining First Nations, Inuit, and Métis identity eligibility for artists. The impetus is to capture the complexities and considerations for vetting identity in the context of First Nations, Inuit, and Métis talent, including intersections with 2SLGBTQQIA+ identities.

Building on these insights, Ever Sick! Consulting is creating transparency around all the policies and practices that we have implemented. Not all recommendations from external sources were adopted (for example, the sole use of identity cards to determine eligibility). This document clearly outlines the multiple tools used by Ever Sick! Consulting at this time, which will be reviewed and updated as needed on an ongoing basis.



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Ever Sick! Consulting has and will continue to work with individual consultants and advisors, including 2SLGBTQQIA+ community members, to support the development of these policies and processes.

For our full commitment to upholding the rights, inclusion, and non-discrimination of **2SLGBTQQIA+ First Nations, Inuit, and Métis** individuals (including those who identify with a disability), please refer to the separate policy:

Policy: Ever Sick! Consulting Commitment to Upholding Indigenous Rights, 2SLGBTQQIA+ Inclusion, and Non-Discrimination

That policy explicitly addresses intersectional rights, disability non-discrimination under the Ontario Human Rights Code and Accessibility for Ontarians with Disabilities Act (AODA), and our relational, anti-oppressive approach to supporting 2SLGBTQQIA+ First Nations, Inuit, and Métis people in all aspects of our work.

1. Policies

The following policies and language related to identity are included in the Ever Sick! Consulting General Guidelines for Talent Representation.

Program Eligibility Criteria: The spirit and intent of Ever Sick! Consulting's services are to support First Nations, Inuit, and Métis artistic expression and First Nations, Inuit, and Métis-led talent that is controlled by First Nations, Inuit, and Métis people, who have decision-making authority and creative control.

First Nations, Inuit, and Métis Identity Policy Statement: Identity connotes the beliefs, values, and expressions that encompass the memories, experiences, and relations that enable individuals and groups to construct themselves in the present. To apply for representation or opportunities with Ever Sick! Consulting as a 2SLGBTQQIA+ First Nations, Inuit, and Métis artist, and to be recognized as such, applicants must know and be able to articulate their relation and connection to their First Nations, Inuit, and Métis identity. This may include familial connections or nationhood, and it may also include displacement.

As an organization, Ever Sick! Consulting supports First Nations, Métis, and Inuit self-determination and the ability of sovereign nations to determine their own citizenship. Ever Sick! Consulting respects the histories, traditions, languages, and contemporary practices of these cultural groups and acknowledges the cultural sovereignty of First Nations, Inuit, and Métis peoples by respecting their artistic expression, cultural protocols, rights, and self-determination.

We understand that different nations and First Nations, Inuit, and Métis people have different concepts and approaches to determining identity, and there is no one way to be First Nations, Inuit, and Métis.



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For the purpose of our work, First Nations, Inuit, and Métis in the context of First Peoples in Canada includes:

- **First Nations:** Status and non-status individuals who are citizens, recognized members, or direct blood relatives of a self-governing band, a reserve-based community, or a larger tribal group. First Nations peoples are generally understood as pre-contact Indigenous Nations whose histories, governance systems, and cultural identities existed long before European arrival.
- **Inuit:** Recognized as the First Peoples of the Arctic regions of Canada - including Nunavut, Nunavik, Nunatsiavut, and parts of the Northwest Territories - with familial and cultural ties extending to Greenland and Alaska. Inuit are also considered a pre-contact Indigenous people whose homelands, knowledge systems, and kinship networks long predate European presence.
- **Métis:** A culturally distinct Indigenous people separate from First Nations and Inuit, with a direct line of Métis ancestry connected to a known Métis settlement, community, or family group. Métis identity is rooted in post-contact histories, emerging from the relationships, kinship networks, and political formations that developed between First Nations women and European fur-trade settlers.

Ever Sick! Consulting recognizes that centuries of colonial practices including residential schools, relocation, urbanization, adoption, and the foster care system have disrupted community connections for many and have contributed to exclusion for many First Nations, Inuit, and Métis peoples. We do not expect applicants to provide private information that causes them harm; however, we do expect applicants to tell us who they are, where they come from, and how they are First Nations, Inuit, and Métis so that we may enter a relationship with them as partners and supporters of their artistic careers.

Our intention is to approach issues of identity with policies that align with our values of trust and inclusivity. However, these values must also be balanced with the due diligence and accountability required to ensure that our talent management services are provided where they belong - to 2SLBGTTQIA+ First Nations, Inuit, and Métis artists.

Distant or recently discovered ancestry alone does not make an individual First Nations, Inuit, and Métis for the purposes of Ever Sick! Consulting's representation. There are many ways of understanding how First Nations, Inuit, and Métis identity is different from distant First Nations, Inuit, and Métis ancestry, such as nationhood, direct familial relationships or blood ties, cultural knowledge, community accountability, and belonging.

Our approach is relational; we want to hear from applicants about who they are, where they come from, and where they are going so that we can enter a relationship with them built on honesty and trust. Applicants to Ever Sick! Consulting's opportunities will be asked to declare their identity and demonstrate their connections to their community or communities. At minimum this will include identifying your nation or First Nations, Inuit, and



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Métis affiliation and describing your lived experience as a First Nations, Inuit, and Métis person in the context of your artistic work.

Ever Sick! Consulting also reserves the right to request additional information, which could include but is not limited to:

- proof of citizenship or nationhood
- a letter of support from a governance organization (e.g., Band office)
- a letter of support or nomination from a First Nations, Inuit, and Métis community organization or group.

Ever Sick! Consulting understands that many are disconnected from their communities because of colonial practices and may be seeking increased connections and understanding. However, our talent management services are not a tool for that process, and our representation is not a pathway to reconnection. Repatriation is a sacred, community-driven journey that must be guided by the appropriate Nations, Elders, and Knowledge Keepers. While we do not facilitate reconnection ourselves, we may assist by offering referrals to trusted repatriation programs, community contacts, or cultural support networks when appropriate and requested.

Identity Complaints: Ever Sick! Consulting recognizes the persistent and widespread issue of First Nations, Inuit, and Métis identity fraud; therefore, we make every best effort to ensure our representation is allocated to First Nations, Inuit, and Métis artists. When complaints are made directly to Ever Sick! Consulting about an individual's identity who is also a recipient of our services, we will ensure that the information we have obtained from the applicant is satisfactory. As an organization we are committed to ongoing review and working with First Nations, Métis, and Inuit communities to address cases of misrepresentation and respond to concerns when they are brought to us. We recommend that questions or concerns about the identity of another applicant are also communicated directly to the individual and/or the community or governing body they have stated their affiliation to.

- **Complaints and Resolution** Any concerns related to First Nations, Inuit, and Métis identity fraud, or failure to uphold these commitments may be directed complaints@eversickarts.ca. Complaints will be handled confidentially, fairly, and in a timely manner, with input from relevant community advisors where appropriate.



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Ever Sick! Consulting may take the following steps to validate the statements of First Nations, Inuit, and Métis Identity from applicants that have not provided sufficient information or where concerns are raised:

- Follow up via email to request further information;
- Ask specific questions that aren't addressed in the initial identity statement;
- If the information provided is not satisfactory, Ever Sick! Consulting will request a copy of the applicant's Status, Métis, governing body, or land claims agreement card;
- If the applicant does not have one of the forms of identification above, Ever Sick! Consulting will request that the applicant provide a letter from the community or governing organization that they are affiliated with.

NOTE: Other steps may be taken depending on the individual case, nation, or First Nations, Inuit, and Métis group.

Misrepresentation: If at any time, an applicant provides false information or omits material information in connection with an application, including First Nations, Inuit, and Métis identity, Ever Sick! Consulting may exercise the following rights:

- termination of any contracts;
- denial of eligibility for existing and future representation;
- repayment of any fees already advanced;
- civil and potential criminal prosecution, in the case of fraud.

These measures may be imposed not only on the applicant but also on related, associated, and affiliated companies and individuals that are parties to the application.

2. Application Criteria and Processes

The following language and criteria are included in the Ever Sick! Consulting application portal and guidelines that applicants are required to complete.

Eligibility Criteria: The spirit and intent of Ever Sick! Consulting's services are to support First Nations, Inuit, and Métis artistic projects, talent, and groups that are controlled by First Nations, Inuit, and Métis people, who have decision-making authority and creative control. First Nations, Inuit, and Métis control means that the talent or project is First Nations, Inuit, and Métis-led and that the First Nations, Inuit, and Métis artist is meaningfully involved in all relevant decision-making:



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2SLGBTQQIA+ First Nations, Inuit, and Métis Individuals

- 2SLGBTQQIA+ First Nations, Inuit, and Métis individual(s), such as artists, performers, creators, and/or other professionals.
- 2SLGBTQQIA+ First Nations, Inuit, or Métis person residing in Canada.

2SLGBTQQIA+ First Nations, Inuit, and Métis Corporations

- 2SLGBTQQIA+ First Nations, Inuit, and Métis controlled (minimum 51% ownership by person/s who are First Nations, Inuit, or Métis).
- The project or talent is under the financial and creative control of 2SLGBTQQIA+ First Nations, Inuit, and Métis persons; Of the key members of the creative team (e.g., artist, director, writer, producer), at least the lead artist must be 2SLGBTQQIA+ First Nations, Inuit, and Métis.

Eligible Groups 2SLGBTQQIA+ First Nation, Inuit, or Métis Collective(s) or Ad Hoc Groups are:

- 2SLGBTQQIA+ First Nations, Inuit, and Métis controlled (minimum 51% ownership by person/s who are First Nations, Inuit, or Métis).
- The project or talent is under the financial and creative control of 2SLGBTQQIA+ First Nations, Inuit, and Métis persons; Of the key members of the creative team (e.g., artist, director, writer, producer), at least the lead artist must be 2SLGBTQQIA+ First Nations, Inuit, and Métis.

2SLGBTQQIA+ First Nations, Inuit, and Métis Governing Bodies such as First Nation Band Offices, Inuit Registered Communities, or Métis Settlements:

- Must currently be recognized as a First Nations, Inuit, and Métis nation/established community.
- The project or talent is under the financial and creative control of 2SLGBTQQIA+ First Nations, Inuit, and Métis persons; Of the key members of the creative team (e.g., artist, director, writer, producer), at least the lead artist must be 2SLGBTQQIA+ First Nations, Inuit, and Métis.

Eligible Organizations (sector development only):

- First Nations, Inuit, and Métis-owned and controlled non-profit organizations, or registered charities.
- BIPOC non-profit organizations or registered charities.
- 2SLGBTQQIA+ non-profit organizations or registered charities.
- Other non-profit organizations, educational institutions, or registered charities.



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First Nations, Inuit, and Métis Non-Profit Organizations, or Registered Charities (sector development only):

- Must be First Nations, Inuit, and Métis-led, with a 51% First Nations, Inuit, and Métis-majority Board of Directors and First Nations, Inuit, and Métis-majority staff in key decision-making roles (i.e., Executive Director, Artistic Director, Managing/Operations Director, Director of Finance).

BIPOC Non-Profit Organizations or Registered Charities (only when specified/allowed by specific programs):

- Must be led by people who are Black, First Nations, Inuit, and Métis, or People of Colour, with a 51% BIPOC-majority Board of Directors and BIPOC-majority staff in key decision-making roles (i.e., Executive Director, Artistic Director, Managing/Operations Director, Director of Finance).

2SLGBTQQIA+ Non-Profit Organizations or Registered Charities (only when specified/allowed by specific programs):

- Must be led by people who are 2SLGBTQQIA+, with a 51% 2SLGBTQQIA+-majority Board of Directors and 2SLGBTQQIA+-majority staff in key decision-making roles (i.e., Executive Director, Artistic Director, Managing/Operations Director, Director of Finance).

*Recognition as a First Nations, Inuit, and Métis Nation/Established Community must come from the broader governing First Nations, Inuit, and Métis Nation affiliation.

Ineligible Applicants who are unsure about whether they are eligible for representation based on their First Nations, Inuit, and Métis identity are recommended to meaningfully connect directly with their nation, community, or group before applying to Ever Sick! Consulting or any other talent management body. Ever Sick! Consulting reserves the right to ask applicants questions pertaining to their First Nations, Inuit, and Métis identity or withdraw applications in cases where information is inadequate, unclear, or is contested by community members.

Application Requirements: Application Questions regarding First Nations, Inuit, and Métis identity:

1. Please name the First Nation, community, or settlement you are affiliated with.
2. I am applying as a:
 - 2SLGBTQQIA+ First Nation, Inuit, or Métis company that is at least 51% First Nations, Inuit, and Métis owned
 - 2SLGBTQQIA+ First Nation, Inuit, or Métis Individual/Sole Proprietor



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- 2SLGBTQQIA+ First Nation, Inuit, or Métis band council or registered community or settlement (currently recognized as a First Nations, Inuit, and Métis nation/established community)
 - 2SLGBTQQIA+ First Nation, Inuit, or Métis Collective or Ad Hoc Group that has a First Nations, Inuit, and Métis membership of at least 51%
3. For companies: Is this owner 2SLGBTQQIA+ First Nations, Inuit, and Métis (and/or 51% of the company owned if multiple owners)? 2SLGBTQQIA+ First Nations, Inuit, and Métis Group? Please name the First Nation, community, or settlement you are affiliated with.
4. Declaration of First Nations, Inuit, and Métis Identity Please tell us how you identify as First Nations, Inuit, and Métis, for example, what nation or community you come from, and who your family is. What is your lived experience and relationship to your First Nations, Inuit, and Métis nation/s, community, culture/s? How does this context inform your work as a 2SLGBTQQIA+ First Nations, Inuit, and Métis artist or company?

3. Review and Assessment Processes

Reviewing Applications An initial review for eligibility and missing documentation is conducted by Ever Sick! Consulting Managers and supported by the Coordinator and the Director of Talent Programs. The review and analysis of each application is based on program criteria (including First Nations, Inuit, and Métis Identity). Each application is evaluated and analyzed with care and attention taken with regards to identity to ensure accuracy, clarity, and transparency. If there is any question about the validity of the declaration, the team members will reach out to the applicant for clarity or additional information. The reviewers/peer assessors will flag any questionable criteria regarding identity, which will prompt an internal discussion during the assessment process.

Assessment Process: Peer Assessment: Peer assessment is the basis for most of Ever Sick! Consulting's talent selections. For peer assessment processes, Ever Sick! Consulting will ensure that a minimum of three (3) First Nations, Inuit, and Métis assessors are reviewing applications and that clear and transparent metrics are in place for assessing applications. For internal assessment processes, which are valuable for the delivery of time-sensitive and responsive opportunities, a minimum of two (2) representatives will review applications and make decisions. The review and analysis of each application is based on program criteria. No peer review panel members with immediate family members in the applicant pool can adjudicate. Peers selected should not be involved with the works in their category/program area and are subject to Ever Sick! Consulting's Conflict of Interest Policy. All discussions pertaining to the assessment process are confidential.



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Peer assessment includes evaluating and comparing eligible applications against program criteria and objectives, discussing the relative merit of the application, and scoring each application against the assessment criteria. The scoring structure is different for each program. Whether internally or peer assessed, scoring criteria will be based on the strength of the artistic idea, the viability of the talent including its leads, feasibility (scope, timeline, portfolio), and the overall potential impact.

Processes for Determining Eligibility and Priorities: It is the responsibility of the applicant to provide information related to identity to satisfy Ever Sick! Consulting's eligibility criteria. If an applicant has not satisfactorily answered questions related to identity, Ever Sick! Consulting or its assigned peer assessors may take one or more of the following actions as part of our screening and assessment processes:

- Follow up with the applicant to seek further clarification
- Informing the applicant that eligibility questions were not answered satisfactorily
- Withdraw the application from the review process prior to assessments
- Deem the application as ineligible

Ever Sick! Consulting will recommend the applicant as a low priority for representation.

Applicants who have received prior representation can resubmit their identity information but are not exempt from the process of having this information reviewed by staff and peer assessors.

4. Disclaimer

Ever Sick! Consulting cannot ensure that every applicant is representing themselves truthfully. However, we make every effort to put in place due diligence processes as outlined in this document and vet each application to the best of our abilities.

Ever Sick! Consulting is committed to updating this policy regularly. We are open to recommendations from community members on improving our processes on an ongoing basis. If you have feedback, you can reach out to us at contact@eversickarts.ca.



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5. Credit

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Additional Credit & Sources: *With appreciation to Crystal Mariah Semaganis of the Ghost Warriors Society, whose guidance, lived expertise, and critical insight strengthened the accuracy, cultural safety, and integrity of this work. Crystal provided essential clarification on identity-based harms, community-driven accountability, and the nuances of Indigenous identity verification processes. Gratitude is also extended to the Indigenous Screen Office's article, "ISO Policies and Processes for Eligibility in Relation to Indigenous Identity," published May 10, 2023, which informed portions of this work.*