



EVER SICK! CONSULTING – POLICIES & PROCEDURES

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

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1. Purpose and Scope

Ever Sick! Consulting, as a Two-Spirit, First Nations-owned talent management and arts consulting organization, is deeply committed to upholding the rights, dignity, self-determination, and cultural sovereignty of First Nations, Inuit, and Métis peoples, as well as the full inclusion and equitable treatment of 2SLGBTQQIA+ (Two-Spirit, lesbian, gay, bisexual, transgender, queer, questioning, intersex, asexual, and additional gender and sexually diverse) individuals and communities.

We are also firmly committed to non-discrimination on the basis of disability, in full alignment with Canadian federal and Ontario provincial human rights legislation.

This commitment applies to all aspects of our operations, including talent representation, project support, volunteer engagement, partnerships, hiring (where applicable), service delivery, and internal practices.

2. Guiding Principles and Legal Foundation

Our policies and practices are grounded in:

- **First Nations, Inuit, and Métis Rights**
 - The United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), endorsed by Canada
 - Truth and Reconciliation Commission Calls to Action



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- Distinctions-based approaches recognizing the unique histories, rights, and self-determination of First Nations, Inuit, and Métis peoples
- Cultural sovereignty, nationhood, relational accountability, and respect for traditional protocols
- **2SLGBTQQIA+ Inclusion**
 - Recognition of the historical and ongoing roles of Two-Spirit people in many Indigenous nations
 - Acknowledgement of the compounded impacts of colonialism, racism, homophobia, transphobia, and gender-based violence on Indigenous 2SLGBTQQIA+ individuals
 - Alignment with the National Action Plan to End Gender-Based Violence (including specific focus on Indigenous 2SLGBTQQIA+ people) and federal 2SLGBTQI+ Action Plan
- **Non-Discrimination on the Basis of Disability**
 - Ontario Human Rights Code (R.S.O. 1990, c. H.19) - prohibits discrimination on the basis of disability in services, goods, facilities, employment, contracts, and associations
 - Accessibility for Ontarians with Disabilities Act, 2005 (AODA) - requires organizations to identify, remove, and prevent barriers to accessibility
 - Canadian Human Rights Act (federal) - applies where relevant to federally regulated activities

3. Core Commitments

Ever Sick! Consulting commits to:

1. **Respect for Indigenous Self-Determination** We support the right of First Nations, Inuit, and Métis nations and communities to define their own citizenship, membership, and cultural practices. We respect traditional knowledge, protocols, languages, and contemporary artistic expressions.
2. **Full Inclusion of 2SLGBTQQIA+ Indigenous People** We actively prioritize and centre the voices, leadership, and lived experiences of Indigenous 2SLGBTQQIA+ individuals and collectives in our work. We recognize intersectional identities and the unique strengths and challenges they bring to the arts and creative sectors.
3. **Zero Tolerance for Discrimination Based on Disability** We do not discriminate against any person on the basis of disability. We are committed to removing barriers, providing reasonable accommodations



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(where applicable), and ensuring accessible environments for talent, volunteers, partners, and community members.

4. **Relational and Anti-Opressive Practices** All interactions are guided by values of trust, equity, cultural safety, humility, reciprocity, and accountability. We move beyond performative inclusion to meaningful, community-driven relationships.
5. **Ongoing Learning and Accountability** We regularly review and update our practices in consultation with First Nations, Inuit, Métis, 2SLGBTQQA+, and disability justice community members, elders, knowledge keepers, and advisors. We welcome feedback and are prepared to address concerns or complaints promptly and respectfully.

4. Implementation

- **Eligibility and Representation** Refer to: **Policy: Ever Sick! Consulting Policies and Processes for Eligibility in Relation to First Nations, Inuit, and Métis Identity** (which includes explicit provisions for 2SLGBTQQA+ intersections).
- **Accessibility** We comply with AODA standards and strive to exceed minimum requirements to ensure our services, communications, and events are accessible.
- **Complaints and Resolution** Any concerns related to discrimination, exclusion, 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.

5. Disclaimer

While we make every effort to uphold these commitments through relational accountability and due diligence, we acknowledge that no organization is perfect. We remain open to growth, correction, and transformation in partnership with the communities we serve.

Feedback, questions, and recommendations are always welcome at: contact@eversickarts.ca

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