

Bow Valley Pride Network

Both Canmore and Banff Pride organizations aim to foster inclusivity within the Bow Valley and surrounding areas. As active members of the Bow Valley Pride Network, we as an organization commit *each and every day* to:

1) Provide Inclusive Facilities

Physical spaces within the building are gender-neutral and include permanent washroom and/or change room options.

2) Not Assume Sexuality

We do not assume the sexuality of our guests or staff. We will not include sexuality innuendos in signage, menu items, or merchandise. We do not assume relationship status.

3) Practise Gender Neutral Language

We do not make gender assumptions of our guests or staff. Our employees are trained in inclusive, gender-neutral language.

4) Celebrate Non-Binary Individuals

We celebrate non-binary individuals by removing gender from our pricing, events, and products - or by not limiting these to "men and women".

5) Value Difference

Individuals may have an appearance and attire that differs from societal expectations. We explicitly welcome all individuals and focus on behavior, not appearance.

6) Handle Documents Sensitively

We recognize that gender diverse people may need extra care when handling IDs or legal forms. We are trained to act sensitively in these situations.

7) Be Explicitly Welcoming

We have prominently displayed 2SLGBTQ+ inclusive messages in easily visible locations. We are proud of our supportive and inclusive culture.

8) Be Engaged in Continual Learning

We work to stay up to date on the needs of the 2SLGBTQ+ community and provide new information for our staff when it becomes available. We learn from our mistakes and work to correct them.

9) Have A Self-Perpetuating Culture

We train our new staff in our inclusive values and share our Values Statement with them early in the training process. We recognize that 2SLGBTQ+ folks are often asked to educate others. We commit to take this on as much as possible.

If you feel we have not lived up to our commitments in any way, our staff would love to know. If you feel comfortable, please inform Banff Pride at training@banffpride.ca or Canmore Pride at canmorepride@gmail.com and they will be happy to help us improve.