

ACTION PLAN FOR CULTURAL HUMAN RESOURCES • 2023-2028 • Priority Actions

VISION Quebec society recognizes the essential value and fundamental contribution of the arts as a social connector and a source of national richness specific to its multifaceted diversity. All those who devote themselves to artistic creation and the promotion of culture are considered in their human dignity. They work in exemplary and inspiring conditions for the development of their professional careers.

Challenge 1	Challenge 2	Challenge 3
<p>Financial security and social protection for artists, artisans, and cultural workers</p>	<p>Transforming the organizational environment and developing careers in culture</p>	<p>The richness of human diversity and the inclusive approach of the plurality of paths</p>
<p>DIRECTION 1 Establish a social safety net guaranteed by laws and programs for artists, artisans, and cultural workers</p> <p style="text-align: right;">(550 K\$)</p>	<p>DIRECTION 2 Provide artists, artisans, and cultural workers with legitimate and safe working conditions and compensation</p> <p style="text-align: right;">(177 M\$)</p>	<p>DIRECTION 4 Support inclusion through actions and practices that are based on openness to diversity, adhering to the principles of employment equity and upward mobility</p> <p style="text-align: right;">(3 M\$)</p>
<p>OBJECTIVES</p> <ol style="list-style-type: none"> 1. Guarantee full social protection for all types of employment status 2. Adapt fiscal measures to the particularities of employment status and types of income 	<p>OBJECTIVES</p> <ol style="list-style-type: none"> 1. Increase direct pay and income related to professional activity in culture 2. Ensure and promote the well-being, health, and safety of all professional activities in culture 3. Attract and retain artists, artisans, and cultural workers to strengthen the vitality of the cultural sector 4. Respond to the labour shortage 	<p>OBJECTIVES</p> <ol style="list-style-type: none"> 1. Raise awareness and promote best practices in equity, diversity, and inclusion (EDI) and their impact on individuals 2. Recognize and promote the plurality and richness of people from Indigenous, diverse, and immigrant communities in the cultural sector across Quebec 3. Recognize and address systemic barriers to access to work, expression, and professional growth for people from Indigenous, diverse, and immigrant communities in cultural networks
<p>ACTION STRATEGIES</p> <p>SA1 Mobilize the cultural sector around the establishment of a social safety net for artists, artisans, and cultural workers</p> <p>SA2 Adapt, improve, or create social protection programs for artists, artisans, and cultural workers</p> <p>SA3 Ensure access to advantageous tax measures for all types of employment status</p> <p>SA4 Develop close collaboration between the relevant government authorities to support the improvement of the social safety net for artists, artisans, and cultural workers</p>	<p>ACTION STRATEGIES</p> <p>SA5 Advocate for fair compensation for artists, artisans, and cultural workers</p> <p>SA6 Support the cultural sector in adapting to the new realities of the world of work</p> <p>SA7 Equip the cultural sector with mechanisms to ensure well-being, health, and safety in all professional activities in culture</p> <p>SA8 Equip the cultural sector with human resources management (HRM) and career development services</p> <p>SA9 Promote cultural occupations and the cultural sector as an inspiring and forward-looking employment option</p> <p>SA10 Increase the attractiveness of the cultural sector and promote the retention of artists, artisans, and workers</p> <p>SA11 Understand and document the challenges of labour shortages in culture all across Quebec</p> <p>SA12 Develop close collaborations between relevant government bodies to support improved working conditions in the cultural sector</p>	<p>ACTION STRATEGIES</p> <p>SA18 Define and maintain a framework for permanent dialogue on EDI in culture</p> <p>SA19 Set up awareness and promotion campaigns</p> <p>SA20 Facilitate access to all types of positions within the cultural sector for people from Indigenous, diverse, and immigrant communities</p> <p>SA21 Promote equitable access to public funding for individuals and organizations from Indigenous, diverse, and immigrant communities</p> <p>SA22 Develop close collaborations between relevant government bodies to support equity, diversity, and inclusion in the cultural sector</p>
	<p>DIRECTION 3 Offering coherent training paths for skill development tailored to professional specificities</p> <p style="text-align: right;">(53 M\$)</p>	
	<p>OBJECTIVES</p> <ol style="list-style-type: none"> 1. Encourage and support the development of skills throughout one's working life 2. Recognize and support diversity and innovation in programs, paths, and learning styles 	
	<p>ACTION STRATEGIES</p> <p>SA13 Develop accessible training that meets current trends and skill needs</p> <p>SA14 Recognize the value, diversity, and importance of training in the cultural sector</p> <p>SA15 Innovate in content, teaching methods, and training formats</p> <p>SA16 Ensure a balance between programs, funding, and the training needs of the cultural sector</p> <p>SA17 Develop close collaborations between relevant governmental bodies to support the improvement of initial training and skills development in culture</p>	

PREREQUISITES FOR THE IMPLEMENTATION OF THE ACTION PLAN (990 K\$)

OBJECTIVE: Define and ensure ongoing coordination of the Cultural Human Resources Action Plan.

- Establish governance mechanisms and regular communication processes between stakeholders for the 4 distinct orientations of the Action Plan.
- Ensure representation within the permanent consultation structure.

- Coordinate the consultation structures set up to advance the Action Plan
- Maintain a strategic watch on new human resources trends and programs - Monitor the progress of the Action Plan and disseminate results