



CHRC - strengthening the Human Resources environment of the Canadian cultural workforce by providing leadership and innovative solutions to human resource issues

Canada’s Cultural Sector is a distinctive major employer.

The pre-pandemic impact of Canada’s cultural sector was significant. In 2019, a workforce of 798,000 created a \$56B contribution to GDP – 3.4% of Canada’s workforce, more than hospitality, forestry and agriculture combined. And this workforce is distinct, comprised of creative, highly-educated people (about 30% self-employed) working with over 100,000 non-profit and for-profit establishments. The cultural sector was hit hard by the pandemic and has yet to fully recover, with thousands of workers forced to leave the sector. **If there was ever a time to invest in the human resources of Canada’s creative sector, the time is now.**

CHRC plays a critical role.

Created in 1995 to strengthen the Canadian cultural workforce, the Cultural Human Resource Council (CHRC) is a unique national service organization whose membership and collaborations reflect the diversity of our nation’s arts and cultural disciplines and industries.

CHRC has a rich history of providing research, training, solutions and resources to the Canadian cultural industries in [Live Performing Arts](#); [Writing and Publishing](#); [Visuals Arts and Crafts](#); [Film, Television and Broadcasting](#); [Digital Media](#); [Music and Sound Recording](#); and [Heritage](#).

Working in both official languages, CHRC also works on cross-sector issues such as Cultural Management, Career Management and Export Marketing, and strives to be at the centre of vision and forward thinking in cultural human resources development.

CHRC’s work is rooted in essential values.

With renewed strategic direction, CHRC has affirmed its core mandate to nurture and protect the cultural sector as a national resource for the public good. We value Canada’s rich diversity of communities and practices in arts and culture. We believe that those who work in the cultural sector deserve a healthy and safe environment and that by removing barriers, resources can be available to meet needs.

Priorities to advance the sector

Following sector consultations, CHRC’s new strategic priorities reflect a dedication to the well-being of the human factor in the professional cultural community. As the first stop for human resource solutions, we will continue to offer resources to organizations and individuals across the sector. Representing the growing diversity of the country, CHRC will enrich its role as a convener, researcher and thought leader, providing informed opinion to both sector organizations and those addressing policy change at the national level.

APPENDIX: Projects Underway

The following is a short list of projects under way:

- [The Art of Managing Your Career](#) update and presentations funded by the Canada Council for the Arts.
- [Young Canada Works](#) internships funded by the Department of Canadian Heritage.
- [Student Work Placement](#) post-secondary program funded by Employment and Social Development Canada.

Important past achievements include:

- The [Labour Market Information Study of the Cultural Labour Force 2019](#) and the [National Compensation study 2017](#) which demonstrate CHRC's capacity to bring comprehensive, relevant and holistic research into the field.
- The [Respectful Workplaces in the Arts](#) suite of resources ([Canadian Code of Conduct for the Performing Arts](#), [Reporting and Investigating Mechanisms for Workplace Harassment in the Arts](#), [Dealing with Harassment](#), [Training and Other Resources on Harassment](#) including workshops, Legislative Webcasts and Quick reference Guides)
- The [Talent2Lead](#) mentorship program which facilitated development of the next generation of senior leaders in the sector with an emphasis on those from equity-deserving communities.
- Professional development modules such as the [Cultural Resilience Project](#) which support the entire sector nationwide to address burning issues affecting many Canadians.
- The [Cross-Sectoral Recovery Roundtables](#) funded by the Ontario Arts Council which is contributing to a new [HR Management Toolkit](#) tool and Inclusion, Diversity, Equity & Accessibility discussions.
- National conferences to strengthen connections among the sector and address up and coming issues.