



	Equity, Diversity and Inclusion	Number
Policy Category:	GOVERNANCE /Corporate and Administration/Programs and Services Development and Delivery/Collaboration, Fundraising and Advocacy (Assign one)	Assign 2.0-5.0
Policy Unit:	3.0 - Board Policies - Corporate and Administration	
Policy:	Equity, Diversity and Inclusion	

(The printed document is for reference only. Please refer to electronic document for most current version.)

Relevant Statutory/Regulator Linkages:

Equity, Diversity and Inclusion Advisory Council Terms of Reference

Policy Statement

Empower Simcoe is committed to a diverse, inclusive, and equitable environment where all board members, employees, [volunteers](#), people supported and families, feel respected and valued regardless of gender, age, race, ethnicity, national origin, sexual orientation or identity, disability, education, or any other bias.

Empower Simcoe is committed to being non-discriminatory and providing equal opportunities for employment, volunteering, and advancement in all areas of our work.

Empower Simcoe respects the value that diverse life experiences bring to our board and leadership and will strive to listen to their views and give them value.

Empower Simcoe is committed to modeling diversity, inclusion, and equity and maintaining fair and equal treatment for all.

In its efforts to foster awareness, reduce barriers, promote inclusion, engage our stakeholders and provide informed leadership for diversity, inclusion and equity, Empower Simcoe will:

1. Employ a lens based on diversity, inclusion, and equity in connection with our vision and mission for the benefit of the people and families we support and employees.
2. Aim to recognize and address inequities in our policies, programs, and services.
3. Update and document progress on our diversity, equity, and inclusion practices.
4. Promise to investigate underlying assumptions that interfere with our equity, diversity and inclusion policy.

5. Commit to advocating for systemic inequities that impact our work at the board level and address it according to this policy and in accordance with our mission.
6. Commit to challenging commonly accepted notions about what constitutes strong leadership within the organization.
7. Commit to being transparent about diversity in all interactions.
8. Dedicate time and resources to expanding greater diversity within the board and leadership positions.
9. Commit to leading with respect and tolerance and encourage all employees, volunteers, people supported and families to express this in their work within our organization.

Policy Goals and Objectives:

1. Create new learning opportunities and formal, transparent policies as we strive for cultural competency throughout the organization.
2. Conduct or identify research related to equity in order to make progress in the area of diversity, inclusion, and equity.
3. Take action to [improve diversity, inclusion, and equity](#) in Board and leadership positions.
4. Identify resources for underrepresented constituents by networking with other organizations that are also committed to efforts for diversity, inclusion, and equity.
5. Develop internal resources that demonstrate the organization's commitment to diversity, inclusion, and equity and present them to our members and members of our community.
6. Develop a system to create awareness and address biases during recruiting, hiring, and evaluating processes.
7. Train employees to be responsible for orienting, onboarding, and training employees and volunteers on [equitable practices](#).
8. Advocate for public and private policies that promote diversity, inclusion, and equity and challenge systems and policies that describe inequity, disparity, and oppression.

Monitoring Report Requirements:

1. Update on activities of the Equity, Diversity, Inclusion Advisory Council through monthly CEO Report.
2. Annual report to the Board on equity, diversity and inclusion progress.

Glossary of Key Policy Terms (Can be Part of Policy Statement Component)

Cultural Diversity is when different races, ethnicities, ages, abilities, languages, nationalities, socioeconomic statuses, genders, religions, and/or sexual orientations are well represented within a community. The group is diverse if a wide variety of groups are represented. It's important not only to have cultural diversity in communities but also in the workplace.

Cultural Competency can be defined as the ability to recognize and adapt to cultural differences and similarities. It involves “(a) the cultivation of deep cultural self-awareness and understanding (i.e., how one’s own beliefs, values, perceptions, interpretations, judgments, and behaviors are influenced by one’s cultural community or communities) and (b) increased cultural other-understanding (i.e., comprehension of the different ways people from other cultural groups make sense of and respond to the presence of cultural differences).

Interim or Permanent Policy Status and Required Review Framework

Permanent policy to be reviewed every 3 years.