

BD-14 Diversity and Inclusion Policy

Date Approved: April 2019

Date Reviewed:

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**Policy Statement:**

United Way Fort McMurray and Wood Buffalo is a place where people of many backgrounds and perspectives come together, united in a common vision to give everyone in Wood Buffalo an opportunity to be successful. We celebrate and respect the diversity of our region. United Way Fort McMurray and Wood Buffalo recognizes that the diversity among residents of Fort McMurray and Wood Buffalo adds richness and benefits that strengthen our community. We are also aware that some groups encounter barriers to equitable access and participation in the community. These barriers diminish our capacity as a vibrant, caring and contributing community. The inherent dignity and worth of each person cannot be realized without deliberate efforts to create a climate of inclusion that fosters mutual respect and allows each person to realize their full potential and their ability to contribute fully to the community.

United Way Fort McMurray and Wood Buffalo promotes respect, equity, access and participation of all individuals who interact with the organization. It prohibits discrimination in accordance with federal and provincial legislation and codes (1. The Universal Declaration of Human Rights; 2. The Canadian Charter of Rights and Freedoms; 3. The Ontario Human Rights Code [1990]) and principles of social justice.

United Way Fort McMurray and Wood Buffalo affirms the rights of everyone to live, participate, and work in an environment that is free from discrimination and harassment.

The Board of Directors of United Way Fort McMurray and Wood Buffalo is committed to governing an organization that promotes respect, equity, access and participation in all internal and external relations.

**Scope:**

This policy applies to all employees, volunteers, loaned representatives, interns, students and consultants who work for or with United Way Fort McMurray and Wood Buffalo.

**Definitions:**

Diversity refers to human qualities and attributes that distinguish one person from another. It includes but is not limited to ethnicity, race, culture, age, gender, sexual orientation, physical and intellectual abilities, educational background, social perspectives, values and beliefs. Diversity is seen as a positive valued concept indicating the richness that exists when people with a variety of backgrounds, orientations, skills and experience participate in and contribute to an organizations work environments. Diversity encompasses elements of understanding, acceptance and respect. It emphasizes the need to embrace and celebrate the varied dimension of diversity within each individual.

Inclusiveness is an attribute of organizational culture characterized by a demonstrated commitment to diversity. Inclusion is about everyone. Inclusiveness refers to the extent to which an organization fosters interaction, communications, knowledge sharing and decision-making. An organization with an inclusive culture distributes accountability and responsibility for diversity across all employee and organizational levels.

**Guiding Principles:**

1. Diversity and inclusion contributes to a more successful and effective organization;
2. Diversity and inclusion required a conscious, continuous and deliberate effort
3. The journey of diversity and inclusion is as important as the destination

**Implementation Guidelines:**

The Board of Directors of United Way Fort McMurray and Wood Buffalo recognizes that building equity and access requires a commitment in both its internal operations and its external relationships. The Board of Directors will:

- ensure that members of the board and its sub-committees, and staff of the organization are reflective of the broad diversity of the community.
- ensure that all its information materials reflect diversity and inclusivity, and present positive images
- ensure groups and organizations reflecting the broad diversity of the community are encourage to participate.
- promote equity, access, and participation for diverse groups within stakeholder relationship.
- understand the needs of and are responsive to the diverse community we serve;
- seek to eliminate barriers to full participation, and ensure access and equity for our diverse population.
- address incidents and/or behaviors related to discrimination or harassment appropriately when they occur.