



Policy Name: Equity, Diversity and Inclusion Policy	Policy Number: AP005
Original Date of Approval: December 2020	Policy Type: Board
Last Revision Date:	Review Cycle: Annual
Date of Last Review:	

1.0 Purpose:

A diverse, inclusive, and equitable environment is one where all employees, volunteers, applicants, and stakeholders, whatever their gender, race, ethnicity, national origin, age, sexual orientation or identity, education or disability, can feel valued and respected. The ESIO is committed to a non-discriminatory approach and to provide equal opportunities in all of our departments and programs. We respect and value diverse life experiences and heritages and work to ensure that all voices are valued and heard.

1.1 General Objectives:

The ESIO is strongly committed to increased equity, diversity and inclusion in all departments and programs. We define equity as the removal of systemic barriers and biases in order to enact the practice of inclusion so that all individuals have equitable access to and can benefit from our programs and initiatives.

To achieve this, the ESIO will embrace diversity in race, colour, place of origin, religion, immigrant and newcomer status, ethnic origin, ability, sex, sexual orientation, gender identity, gender expression, and age.

Recognizing and valuing diversity and equity will be accompanied by conscious effort to ensure the inclusion of diverse and underrepresented groups, meaning that all individuals must be and feel valued, respected and equally supported.

2.0 Implementation:

To provide informed, authentic leadership of inclusion, diversity and equity, the ESIO will seek to:

- See diversity, inclusion, and equity as connected to our mission and critical to ensure the well-being of our staff and the communities we serve.
- Acknowledge and dismantle any actual inequities within our policies, systems, programs, and services, and continually update and report organization progress.
- Examine potential underlying, unquestioned assumptions that may interfere with inclusiveness.

- Advocate for and support Board-level awareness about how systemic inequities impact our organization's work, and how best to address that in a way that is consistent with our mission.
- Help to challenge assumptions about what it takes to be a strong leader at our organization, and who is well-positioned to provide leadership.
- Practice and encourage transparent, respectful communication in all interactions.
- Commit resources to achieve more diverse leadership within our Board, staff, Committees, and Industry Advisory Council.
- Create a culture of respect and tolerance. We expect all employees to embrace these values and to abide by them in the workplace and in their everyday practices.

The ESIO will strive to meet these objectives to help promote diversity and inclusion in our workplace:

- Pursue cultural competency throughout our organization by creating learning opportunities and formal, transparent policies.
- Collect research related to equity to make measurable progress toward the attainment of our diversity, inclusion, and equity goals.
- Improve our cultural leadership pipeline by creating and supporting programs and policies that foster leadership which reflects diversity.
- Pool resources and expand offerings for underrepresented groups by connecting with other organizations that are committed to diversity and inclusion efforts.
- Present sessions on diversity, inclusion, and equity to provide information and resources internally, as well as to volunteers, applicants and stakeholders.
- Develop, implement and promote programs supporting diversity, inclusion and equity.
- Develop a system for being more intentional and conscious of bias during the hiring, promoting, and evaluating processes. Train our hiring team on equitable practices.
- Support public and private-sector policies that promote diversity, inclusion, and equity.
