



Policy Name: Equity, Diversity and Inclusion Policy	Policy Number: AP005
Original Date of Approval: December 2020	Policy Type: Board
Last Revision Date: September 2022	Review Cycle: Annual
Date of Last Review: September 2022	

1.0 Purpose:

A diverse, inclusive, and equitable environment is one where all employees, volunteers, applicants, and stakeholders 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 diversity and work to ensure that all voices are valued and heard.

1.1 General Objectives:

The ESIO is committed to increased equity, diversity and inclusion. 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, religious beliefs, colour, gender, gender identity, gender expressions, physical disability, mental disability, age, ancestry, place of origin, marital status, family status, source of income or sexual orientation.

Recognizing and valuing diversity and equity will be accompanied by conscious effort to ensure the inclusion of underrepresented groups.

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.
- Address inequities within policies, systems, programs, and services through ongoing review. Report annually on 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.
- Practice and encourage transparent, respectful communication in all interactions.
- Work 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.
