

DIVERSITY, EQUITY, INCLUSION & BELONGING (DEI&B) POLICY

Policy No.	PP-LD-322	Date Approved	February 2024
Prepared by	Diversity, Equity, Inclusion and Belonging Committee	Date Implemented	February 2024
Approved by	SLT	Date Reviewed	
		Date(s) Revised	
		Scheduled Review Date	February 2027
Section	Leadership		

Replaces the Access, Equity & Inclusion Policy (PP-LD-208)

INTRODUCTION

Scarborough Centre for Healthy Communities (SCHC) is committed to working within an accessible, equitable, anti-discriminatory and inclusive approach in producing a foundation that addresses inequities within the workplace and the diverse communities we serve. This approach is consistent with the organization's mission, vision and values and this policy aims to highlight the plans that are in place to address this.

POLICY

SCHC recognizes that although we cannot change the oppressive and discriminatory practices of the past, we have the responsibility over the workplace culture we create today and in the future. SCHC is committed to identifying and removing barriers for diverse employees in recruitment, advancement, and retention. SCHC is committed to challenging social inequity by promoting inclusive growth and providing services in ways that promote dignity, respect, and empowerment. To bring these values to life, SCHC will implement programs and initiatives in more diverse, equitable, accessible, and inclusive spaces as part of our greatest strengths and assets. SCHC aims to support allyship and activism against discrimination, ongoing training in culture awareness and DEI&B challenges, and having a committee dedicated to DEI&B culture.

SCHC is committed to promoting an internal environment where diversity, equity, accessibility, inclusion, and belonging are part of the norms and values of the organization.

SCOPE

The process to achieve the goals of this SCHC policy statement is continuous and includes policies, practices, behaviours, culture, norms and leadership. It connects to SCHC's standards of ethics and commitment to client and employee rights. To achieve these goals, SCHC will actively work to ensure that:

- Discriminatory or oppressive behaviours are not tolerated and will be addressed accordingly;
- Individuals who engage with SCHC for services are valued and respected participants who have opportunities to shape and evaluate our programs;
- Community programs and services area developed and delivered to give priority to individuals in marginalized communities and are sensitive to the needs of diverse groups;
- Programs are delivered in such a way that systemic barriers to full participation and access are identified and eliminated;

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- SCHC's DEI&B committee will participate in resolving situations that involve discrimination of employees by management, colleagues, and service users;
- Services are provided with sensitivity to the influence of power and privilege in all relationships, including service relationships, and are delivered in keeping with anti-oppression principles;
- SCHC policies related to staff, volunteers, clients, community members, partners, and vendors will promote social inclusion and equity;
- Safe spaces are provided for meaningful dialogue about access, inclusion and equity and opportunities to learn from other experiences;
- SCHC will support diversity, accessibility, inclusion, and equity in all aspects of its work in the community and with community partners;
- Communication materials present a positive and balanced portrayal of people's diverse experiences.
- SCHC is committed to continuous learning and engagement regarding DEI&B on an annual basis
- SCHC is committed to celebrating diverse religious and cultural events and festivities
- SCHC is dedicated to annual evaluation and reviewing how we are meeting our goals and areas in improvement; (colleagues, management, DEI&B – appraisal)

INTENDED OUTCOMES

This policy is a key foundational element for the organization. It signals a commitment to leadership that SCHC needs to be held accountable for actively addressing and mitigating discrimination within the organization and during our work with the community. SCHC is to operate consistently with legal requirements related to anti-discrimination, human rights and equity.

It also brings a number of important benefits to SCHC:

- Attracting and retaining a diverse pool of qualified and talented workers.
- Representing the demographics of the community and providing linguistically and culturally appropriate services.
- Demonstrating leadership and corporate social responsibility.
- Soliciting support, including volunteers and donations.
- Contributing perspectives to strengthen decision making at the operational and governance levels.
- Building strong and inclusive communities where all clients, employees and volunteers feel a sense of belonging within SCHC and wider community.
- Demonstrating community leadership by developing a strong, inclusive and innovative organization.

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PROCEDURES

To achieve these goals, SCHC will:

- Review current policies and practices to ensure consistency with this policy including, but not limited to policies related to employment, volunteers, operations, fundraising, client management, reporting and communications.
- Review current programs and commit to develop future programs that:
 - are free from barriers and create an environment free from discrimination; and
 - promote inclusion and equity of outcomes.
- Provide orientation and ongoing education programs for staff, board of directors and other volunteers related to access, equity and inclusion.
- Strengthen and encourage existing partnerships with diverse groups to better service and provide support to clients and communities.
- Advocate for sufficient funding to service the changing needs of clients and communities.
- Be aware of and sensitive to the policies of our funders.
- Address legislative, funder, and policy requirements to report incidents of racism, bias, or discrimination as a serious occurrence.

RELATED DOCUMENTS

Ontario Human Rights Code, R.S.O. 1990, c. H.19, as amended “the Code”

Canadian Charter of Rights and Freedoms

AODA

Clients Rights and Responsibilities

Anti-Black Racism Policy

Staff Rights and Responsibilities

General Code of Conduct

Client, Staff, Volunteer Feedback Policy

Violence and Harassment Policy

Child Protection & Abuse Reporting Policy

Compliance with Legislation Policy

DEI&B Workplace Cultural Assessment: Scarborough Centre for Healthy Communities

AUTHORIZATION

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