

## EQUITY, DIVERSITY AND INCLUSION POLICY

YW Calgary is an equitable, diverse and inclusive workplace where all employees, clients and volunteers, whatever their gender, race, ethnicity, national origin, age, sexual orientation or identity, education, religion and/or disability, feel valued and respected.

### KEY DEFINITIONS

- a. **Equity:** The guarantee of fair treatment, access, opportunity and advancement for everyone while at the same time striving to identify and eliminate barriers for equality in the provision of relevant opportunities to all groups.
- b. **Diversity:** Psychological, physical and social differences that occur among any and all individuals, including but not limited to: race, colour, ethnicity, nationality, religion, socio-economic status, veteran status, education, marital status, language, age, gender, gender expression, gender-identity, sexual orientation, mental or physical ability, genetic information and learning styles. A diverse group, community, or organization is one in which a variety of social and cultural characteristics exist.
- c. **Inclusion:** The act of facilitating involvement, environments, and empowerment in which any individual or group can be and feel welcomed, respected, supported and valued for their full participation.

### WE VALUE

- Equity, diversity and inclusion (EDI) because every person has a right to equitable treatment, and we are strengthened by diverse backgrounds, perspectives and experiences
- Building an equitable, diverse and inclusive organization that is collaborative and requires those in positions of privilege to be advocates for those who are marginalized by systems of discrimination and oppression
- Respectful communication and cooperation between all employees, the clients we support and community members with whom we interact
- The right to a safe space free from perceived or actual threats to one's identity or personal beliefs. Being part of YW Calgary means conducting ourselves and treating others in accordance with the values and principles committed to within this YW policy.

### OUR GOALS ARE

- To create and sustain an environment built on the inherent value, dignity and respect for all individuals. All YW employees will strive to model equity, diversity and inclusion by creating work environments where everyone feels safe, respected, supported and encouraged to bring and contribute their skills, talents and passions
- To create, support and maintain a work environment that is free from discriminatory and intimidating behaviour. We will continuously address issues related to equity-seeking groups that include, but are not limited to, those represented by race, sex, age, physical disabilities, sexual orientation, gender-identity, neurodiversity and socioeconomic status.
- In the spirit of reconciliation, we will also strive to develop and enhance relationships with First Nations, Metis and Inuit peoples.

## WE BELIEVE

- It is critical to foster, cultivate and celebrate a culture of equity, diversity and inclusion. YW is committed to creating a healthy environment where people feel heard and everyone is provided the opportunity to succeed in their roles where race, ethnicity, religion and other personal identifiers are not detrimental to success and belonging
- YW embraces the uniqueness of individuals and its employees are representative of those differences; in life experiences, knowledge, innovation, self-expression, unique capabilities and talent
- Working at YW means that employees embrace the fundamentals of working in an intersectional feminist framework. We believe we are strongest when we embrace the full spectrum of humanity, acknowledging that what we look like, our physical diversity, where we come from or who we love are core elements of who we are, and impact how we show up.

## WE ARE ACCOUNTABLE

- To proactively foster a respectful environment and address concerns of inappropriate behavior by employees or clients immediately upon becoming aware
- To ensure learning opportunities and training are available to all employees of the organization; and all employees are personally responsible for educating themselves on how to create safe, supportive and respectful work environments.

## WE ACT BY

- Treating others with dignity and respect at all times and creating a safe space to bring our whole self to be at our individual and collective best and acknowledging and appreciating differences; these differences make us better
- Providing opportunities for continuous learning and education to create awareness, address unconscious bias and become actively anti-racist
- Acknowledging and dismantling any inequities or barriers by integrating EDI within our policies, interpersonal interactions, practices, systems, programs and services
- Creating practices that are open, transparent, align with our values and encourage accountability, advocacy and mentorship.

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Additional definitions to clarify terms used in the policy:

**Anti-racism:** is a form of action against racism and the systemic racism and oppression of marginalized groups. Being anti-racist is based on the conscious efforts and actions to provide equitable opportunities for all people on an individual and systemic level. People can act against racism by acknowledging personal privileges, confronting acts of racial discrimination and working to change personal racial biases

**Anti-oppression:** seeks to recognize the oppressions that exist (through the use of power to disempower, marginalize, silence or otherwise subordinate) and attempts to mitigate its affects and equalize the power imbalance

**Neurodiversity:** individual differences in brain functioning regarded as normal variations within the human population

**Intersectional feminist framework:** identifies and acknowledges how women's overlapping identities—such as race, ethnicity, gender, sexual orientation, ability, physical appearance and class—affect the way in which they experience oppression and discrimination. It is a prism, creating shifting views of how various forms of inequality often operate together and exacerbate each other. Intersectional feminism is looking at not only the myriad aspects of our identity—our race, our gender, our sexual orientation, but how power and oppression play in those.