

COMMUNITY LIVING DURHAM NORTH

Equity, Diversity and Inclusion

Policy No. C-14 (Human Resources) Effective Date: September 30, 2024

Rationale:

The purpose of this policy is to celebrate diversity and inclusiveness in our workplace and to make sure that everyone finds it a welcoming environment.

Policy Statement:

Community Living Durham North is committed to a diverse, inclusive and equitable environment where all employees, board members, volunteers, people supported and families feel respected and valued regardless of gender, age, race, ethnicity, national origin, disability, education, sexual orientation or identity.

CLDN sees equity, diversity and inclusion as being intimately connected to our Mission and our stated values. We will acknowledge and dismantle any inequities or flawed biases found within our policies, processes or services.

We understand the value that diverse life experiences bring to our organization, and we will be non-discriminatory and provide equitable opportunities for employment, volunteering and advancement in all areas of our work.

Approved by: Clare Suggitt
for the Board of Directors

Date: September 30, 2024

COMMUNITY LIVING DURHAM NORTH

Equity, Diversity and Inclusion

Procedure No: C-14-1
Equity, Diversity and Inclusion - Definitions

Effective Date: September 30, 2024
Last Revision:
Last Review:

- Equity – The principle of considering people’s unique experiences and differing situations, and ensuring they have access to the resources and opportunities that are necessary for them to attain just outcomes. Equity aims to eliminate disparities and disproportions that are rooted in historical and contemporary injustices and oppression.
- Diversity – The variety of identities found within an organization, group or society. Diversity is expressed through factors such as culture, ethnicity, religion, sex, gender, sexual orientation, age, language, education, ability, family status or socioeconomic status.
- Inclusion – The practice of using proactive measures to create an environment where people feel welcomed, respected and valued, of fostering a sense of belonging and engagement. This practice involves changing the environment by removing barriers so that each person has equal access to opportunities and resources and can achieve their full potential.
- Cultural Competency – Cultural competence is the ability to interact and communicate effectively across cultures through positive behaviors, attitudes and policies. The word “culture” refers to the beliefs, values and behaviours of a racial, ethnic, religious or social group.

Procedure No: C-14-2
First Steps

Effective Date: September 30, 2024
Last Revision:
Last Review:

- Our HR Team and everyone involved in hiring, promoting and evaluating, will receive training on equitable practices, and they will strive to be conscious of their innate biases.
- The agency enforces mandatory, annual training requirements and uses the online Surge Learning platform to deliver modules and document results. CLDN’s management will continuously seek to augment these basic offerings with more impactful, in-person training.

- This EDI statement will be featured in all CLDN recruitment advertisements:

“Community Living Durham North is an equal opportunity employer and is committed to providing a safe, inclusive and diverse employment experience, regardless of gender, age, race, ethnicity, national origin, sexual orientation or identity, disability or education. Upon request CLDN will accommodate the needs of people with disabilities in our hiring process.”

- EDI will be a standing agenda item in meetings of our Employer Relations Committee.
- CLDN will strive to ensure that the agency’s routine practices (traditions, rituals) are designed to be inclusive. For example, staff recognition activities that were oriented to Christmas are now based on a schedule of multicultural holidays. These holidays are celebrated via agency-wide emails and in the agency’s newsletter.
- CLDN supports Pride Month, Community Living Month, Black History Month, National Truth and Reconciliation Day, etc.
- We have adopted a Land Acknowledgement recommended to us by the Mississaugas of Scugog Island. We also recognize that this is a small, first step and that we do not really know yet how to make it ring true.
- Sometimes supported people are unaccepting of diversity. When this leads to unacceptable behaviour, they are instructed accordingly, and CLDN continues to search for ways to do this more effectively. Ultimately, staff who are impacted by this behaviour, and who wish to be accommodated, will be relocated within the agency with no loss of pay, hours or benefits.

Approved by: Glenn Taylor
CEO

Date: September 30, 2024