

## Equity and Inclusion Commitment

**We remain committed to ensuring equity and inclusion by standing with people who have been traditionally, systemically, and historically marginalized. We will continue to do this by:**

- Honouring the value of all people. We will treat people with respect and honour, elevating the innate value of every human being.
- Being mindful of our biases. We will first practice self-awareness and self-reflection as we seek to engage others.
- Pushing at the edge of our comfort zone and pressing into deep and meaningful conversations.
- Listening and responding to the needs of the most vulnerable people in our community.
- Promoting inclusion and understanding in all we do.
- Delivering accessible programs and services that meet the needs of our diverse community.
- Continuing to develop intentional and strategic partnerships with others to build a mindful network that includes diversity, equity and inclusion in all communities.
- Improving the cultural safety of the people and community we serve by investing in our own learning.
- Developing intentional and strategic partnerships with others, not to collaborate in superficial or perfunctory ways, but rather to build a strategic network within and to support a caring community. We will work with awareness of the systematic oppression our Indigenous community members have experienced, and ensure we actively resist, respond to, and aim to repair the damages through our participation in reconciliation.
- Building and strengthening our internal Equity, Inclusion, and Reconciliation Committee.

To view our intentional plan forward in full, visit our [Strategic Plan and Vision here](#).