

## DIVERSITY & INCLUSION STATEMENT

### Background

In an increasingly globalized and inter-connected world, the importance of diversity and inclusion has never been more important. While we are fortunate to live in one of the most diverse regions in the world, there is still much to be done to ensure that we are creating communities where different perspectives, views and ideas are valued and all voices have an equal opportunity to contribute.

Through the delivery of world class leadership programs, the CivicAction Leadership Foundation is committed to harnessing the power of diverse leaders to build strong, dynamic and inclusive cities, and providing a platform that inspires, educates and empowers all voices to influence and shape our region.

### Delivery Principles

With diversity and inclusion at the heart of all we do, the CivicAction Leadership Foundation embraces the diversity of all identities. The Foundation is dedicated to promoting an atmosphere in which all participants feel safe and have the opportunity to reach their full potential.

The CivicAction Leadership Foundation believes firmly in the value and benefits that come from fostering a diverse and inclusive environment. We believe that:

- Diversity in perspectives and thought leads to greater innovation and creativity;
- A diverse and inclusive workplace better represents the diversity of the communities that we serve;
- Diversity and inclusion expands members' and stakeholders' cultural sensitivity and encourages the ongoing learning and unlearning that comes with sharing diverse narratives;
- Diversity and inclusion extends opportunities for partnerships, volunteers, audiences, etc. and enhances the quality of community engagement and outreach; and
- Diversity and inclusion demands both accountability and transparency.

Built on these beliefs, the Foundation strives to be a leading example of equitable organizational practices. To ensure this, we are committed to the following:

- Dismantling barriers that would limit the success and well-being of the community or limit our vision of inclusion;
- Ensuring accountability and building equitable relationships with all stakeholders;
- Fostering a culture of critical self-reflection and creating safe space where participants can participate freely and express diverse views;
- Ensuring that diversity is reflected and considered in all aspects and at all levels of the organization;
- Providing appropriate accommodations where necessary and whenever possible (i.e. accessible locations and materials, modifications to meet religious observances, etc.)
- Creating an environment that promotes dignity and respect and in which individual differences and the contributions of all people are recognized and valued;
- Having no tolerance for any form of intimidation, bullying, or harassment;
- Encouraging anyone who feels they have been subject to discrimination to raise their concerns so we can take action; and
- Doing our utmost to ensure that volunteers and employees are representative and reflective of the communities we provide services and opportunities for.