

POLICY: Diversity, Equity, and Inclusion

APPROVED: May 25 2023

REVISED: June 2, 2026 (Approval by Executive Director)

Purpose:

To promote inclusion, meaningful participation, and the fair treatment, of all people invested in the active promotion of the Philosophy of Access Community Services.

Access will promote, celebrate, and embrace all people by educating ourselves, individuals served, staff, board, volunteers, and family.

Access will strive to:

- Strengthen leadership accountability and capabilities to ensure that management takes seriously all complaints of bullying, harassment, victimization, unlawful discrimination by fellow employees, residents, volunteers, visitors, and the public.
- Promote openness and provide opportunities for growth and education within all levels of the organization to educate ourselves and others on microaggressions*, implicit bias', and other forms of discriminatory behaviour.
- Create a community that is free of bullying, harassment, victimization, and unlawful discrimination, promoting dignity and respect for everyone.
- Be fair and transparent, taking steps to provide equitable access to services and opportunities.
- Develop an environment in which fosters belonging by promoting and celebrating our differences.
- Avoid assumptions and seek expert advice when things are beyond our scope.
- Encourage the contributions and feedback of staff, community, and family members.

Additional policies and procedures in supporting this policy within Access are the Mission, Vision and Values, Philosophy Statement, Accessibility Policy, Client Rights and Responsibilities, Guidelines regarding Sexuality, Code of Conduct and Code of Ethics.

Procedure:

The policy will be reviewed by the Board of Directors every five years or more often if required.

*commonplace daily verbal, behavioral or environmental slights, whether intentional or unintentional, that communicate hostile, derogatory, or negative attitudes toward stigmatized or culturally marginalized groups.