



Equity, Diversity & Inclusion Policy

Reviewed and Adopted by the Board of Directors on October 14th, 2020

POLICY STATEMENT

Fierté Sudbury Pride is committed to fostering an equitable and inclusive environment reflective of its community's diversity where all are treated with respect and dignity.

SCOPE

The present policy shall apply to the organization's Board of Directors, members, volunteers, contractors, and representatives, especially during the execution of their duties, responsibilities, and assigned tasks in service to the organization.

DEFINITIONS

"Equity" refers to the expectation that members both within and without the community shall receive equitable treatment and representation, in keeping with the principle of diversity.

As a value, "diversity" refers to many things: socioeconomic status (social class), gender, sex, sexuality, race, ethnicity, ability, culture, language, and all categories of social difference that exist among our members.

"Inclusion" refers to the fostering of community where all persons and points of view are welcome, unless they should directly or indirectly contravene Fierté Sudbury Pride's mission, values, or policies and be considered violent (see Anti-Violence Policy.)

RESPONSIBILITIES

Those who are subject to the present policy must acknowledge the present policy prior to assuming a role and responsibilities within the organization and agree to abide by its content.

Those who are subject to the present policy shall commit to ensuring the safety and wellbeing of members of the 2SLGBTQIA+ community, as well as standing in solidarity with members of other marginalized and vulnerable populations, groups, and communities.

The organization shall always nominate one member of its Board to act as the lead person to ensure that the present policy and its objectives are followed, though all Directors should also strive to keep this policy in mind when executing their respective duties.

The organization shall take all necessary measures to ensure that its membership, the composition of its Board, its programming, and any other aspect of its activities are diverse. It has the responsibility to consult with members from and organizations representing other marginalized groups who may be stakeholders in Fierté Sudbury Pride.

The organization shall also make accommodations, whenever permitted by possible financial or circumstantial limitations, for members who request as such. The organization shall also ensure, to the best of its abilities, that its activities, events, resources, and services are accessible to all.

COMPLAINTS & REMEDIES

Any person or persons that benefit from the protection of the present policy may make known to the Board any potential violations of the present policy or of any potential improvements to existing practices. The Board shall review any and all complaints or suggestions in line with the present policy and shall, in its sole discretion, decide on the validity of the complaint and determine the best solution.

REVIEW

Fierté Sudbury Pride shall review this policy and procedures on an annual basis, or as required, and will make necessary adjustments to ensure that it meets the needs of all concerned.

ENQUIRIES

Enquiries about this policy and related procedures can be made to the Chair or the Secretary.