

# EQUITY, DIVERSITY, AND INCLUSION

## POLICY STATEMENT

Policy Number	
Organization:	Ontario Land Trust Alliance (OLTA)
Title of Policy:	Equity, Diversity, Inclusion, Belonging, Anti-racism and Social Justice Policy
Recommended by:	Governance Committee – February 14, 2023
Approved by:	OLTA Board of Governors – February 16, 2023
History of Review:	Developed by Alison Howson based on a model from Charity Village, then discussed and revised twice by the Governance Committee.
Recommended next Review:	February 16, 2024

Ontario Land Trust Alliance (OLTA) is committed to the principles of equity, diversity, inclusion, belonging, anti-racism, and social justice in all aspects of our organization. We believe we are stronger when we not only celebrate our many differences, values, and voices, but include them in practice. OLTA is also committed to recognizing systems of oppression and taking actions to make these systems visible in order to change them.

At OLTA we strive to ensure all people are treated equitably and to be a culturally competent organization. We value diversity and will continue to actively work to build a diverse organization, which is inclusive of persons of various groups and their intersectionality, in terms of age, sex, race, ethnicity, physical and intellectual ability, religion, gender expression, sexual orientation, educational background and expertise. In addition, we are committed to ongoing learning and development in the areas of equity, diversity, inclusion, belonging, anti-racism and social justice, among others, so that we can apply an anti-oppression and “equity” lens in all areas of our business.

The Board shall ensure that the organization is responsible for:

- Promoting a culture of respect, inclusion and belonging
- Examining its workforce and the various barriers that are in place that work against equity, diversity, inclusion, belonging, anti-racism and justice, be they systematic, physical or otherwise, and implementing strategies to overcome them, such as:
  - Revising policies and procedures regularly
  - Examining language and available supports
  - Creating diversity committees/groups
  - Asking for staff and volunteer feedback through various channels
- Training staff and volunteers about the principles of equity, diversity, inclusion, belonging, anti-racism and social justice and our policies
- Providing forms of visual, oral and written communications that reflect diversity and equity
- Providing continuous learning opportunities to staff and volunteers
- Removing barriers in our recruitment and human resources procedures and practices
- Providing accommodation, upon request, in all OLTA activities
- Ensuring staff and volunteers are supported in delivering on these policy commitments, through policy, plans and practices

- Communicating these principles and responsibilities publicly and collaborating with others towards these ends.

Further, OLTA will adhere to the *Ontario Human Rights Code* and the *Accessibility for Ontarians for Disabilities Act* at all times.

## DEFINITIONS

The following definitions are derived from a number of sources, including from the [Ontario Human Rights Code](#):

“Anti-racism/Anti-oppression”: an active and consistent process of change to eliminate individual, institutional and systemic racism as well as the oppression and injustice racism causes.

“Belonging”: the feeling of security and acceptance in the workplace where perspectives are valued and add value.

“Culturally competent organization”: an organization that displays cultural competence, in both its systems and individual behaviors.

“Diversity”: the presence of a wide range of human qualities and attributes within an individual, group or organization. Diversity includes such factors as age, sex, race, ethnicity, physical and intellectual ability, religion, gender expression, sexual orientation, educational background and expertise.

“Discrimination”: treating someone unfairly by either imposing a burden on them, or denying them a privilege, benefit or opportunity enjoyed by others, because of their race, citizenship, family status, disability, sex or other personal characteristics (note: this is not a legal definition).

“Duty to accommodate”: Under the *Ontario Human Rights Code*, people identified by *Code* grounds are entitled to the same opportunities and benefits as everybody else. In some cases, they may need special arrangements or “accommodations” to take part equally in the social areas the *Code* covers, such as employment, housing and education.

“Equal opportunity”: aims to ensure that all people have equal access, free of barriers, equal participation and equal benefit from whatever an organization has to offer. Note that equal opportunity extends beyond employment.

“Equity”: fairness, impartiality, even-handedness. A distinct process of recognizing differences within groups of individuals and using this understanding to achieve substantive equality in all aspects of a person’s life.

“Inclusion”: appreciating and using our unique differences – strengths, talents, weaknesses and frailties – in a way that shows respect for the individual and ultimately creates a dynamic multi-dimensional organization.

“Intersectionality”: Intersectional oppression [that] arises out of the combination of various oppressions which, together, produce something unique and distinct from any one form of

discrimination standing alone. E.g. In many cases, racial minority women experience discrimination in a completely different way than racial minority men or even women as a gender. Similarly, racial minority men may experience discrimination that would not be faced by non-minority males or even women of the same background. This is because groups often experience distinctive forms of stereotyping or barriers based on a combination of race, gender or other characteristics. An intersectional approach recognizes this.

“Social justice”: Social justice may be broadly understood as the fair and compassionate distribution of the fruits of economic growth.