



## Statement on Diversity

United Way of Kingston, Frontenac, Lennox & Addington celebrates and respects diversity. Diversity refers to human characteristics that distinguish one person from another. It includes ethnicity, race, culture, age, gender, sexual orientation, differing abilities, social perspectives, values and beliefs.

United Way of Kingston, Frontenac, Lennox & Addington recognizes that the diversity among residents of Kingston, Frontenac, Lennox & Addington adds richness and benefits that strengthen our community. It is also sensitive to the fact that some groups encounter barriers to equitable access and participation in the community. These barriers diminish our capacity as a vibrant, caring and contributing community.

United Way of Kingston, Frontenac, Lennox & Addington promotes respect, equity, access and participation of all individuals who interact with the organization. It prohibits discrimination in accordance with federal and provincial legislation and codes (1. The Universal Declaration of Human Rights; 2. The Canadian Charter of Rights and Freedoms; 3. The Ontario Human Rights Code [1990]) and principles of social justice.

United Way of Kingston, Frontenac, Lennox & Addington affirms the rights of everyone to live, participate, and work in an environment that is free from discrimination and harassment.

The Board of Directors of United Way of Kingston, Frontenac, Lennox & Addington recognizes that building equity and access requires a commitment in both its internal operations and its external relationships. The Board of Directors will:

- ensure that members of the board and its sub-committees, and staff of the organization strive to reflect the broad diversity of the community;
- ensure that the organization's Workplace Violence & Harassment Policy is implemented and monitored;
- strive to ensure that all its information materials reflect diversity and inclusivity, and present diversity in a positive light;
- undertake ongoing training of staff to enhance diversity knowledge and skills;
- when consulting publicly about the organization's priorities and strategies, ensure that groups and organizations reflecting the broad diversity of the community are encouraged to participate;
- promote equity, access, and participation for diverse groups within stakeholder relationships;
- evaluate its own performance against these goals

The Board of Directors of United Way of Kingston, Frontenac, Lennox & Addington is committed to governing an organization that promotes respect, equity, access and participation in all internal and external relations.

<b>APPROVED</b>	September 15, 2016
<b>REVIEWED</b>	
<b>REVISED</b>	