

Justice Equity Diversity and Inclusion (“JEDI”) Policy

1. Purpose and Scope

Our organization is committed to promoting justice, equity, diversity, and inclusion in all aspects of our operations. This policy applies to all employees, volunteers, contractors, Board members and other stakeholders associated with our organization. Building inclusive boards, committees and teams start with building an inclusive culture that permeates strategies, policies, and ways of working throughout our organization that is consistent, intentional, and adequately prioritized.

2. Definitions

Justice: The fair and impartial treatment of all individuals, regardless of their background or identity.

Equity: The recognition of differences and the provision of equal opportunities and access to resources for all individuals. Equity is an approach whereby all people – including those who bear the burden of historic and contemporary forms of marginalization, whether intentional or unintentional – have equal access to opportunities to choose, define and achieve goals. Equity acknowledges unequal starting places and addresses unequal needs, conditions and positions of people and communities that are created by institutional and structural barriers. Equity levels the playing field so that everyone has the opportunity to succeed.

Diversity: The range of differences among individuals, including but not limited to race, ethnicity, gender, age, religion, sexual orientation, and ability. Diversity is the presence of difference within a certain context. Diversity is about representation of people of different genders, ethnic or cultural backgrounds, sexual orientations and abilities (all rights protected under the Canadian Human Rights Code). Further, it is also about people with different education, family status, marital status and much more.

Inclusion: The active and intentional efforts to create a welcoming and respectful environment where all individuals feel valued, supported, and empowered. Inclusion is about people with diverse identities being valued and welcomed. Inclusion is about making sure that a diverse mix of people are able to work well together.

3. Commitment to JEDI

Our organization is committed to fostering a culture of JEDI by:

- a. Demonstrating leadership and accountability in our commitment to JEDI;
- b. Ensuring that JEDI is integrated into all aspects of our organization's operations, policies, and practices;

- c. Providing ongoing JEDI training and development opportunities for all employees and volunteers;
- d. Encouraging and supporting diverse perspectives and ideas; and
- e. Celebrating and recognizing diversity in all its forms.

4. Anti-Discrimination and Harassment

Our organization does not tolerate discrimination or harassment based on an individual's race, ethnicity, gender, age, religion, sexual orientation, ability, or any other protected characteristic. We are committed to providing a safe and respectful environment free from discrimination and harassment.

5. Recruitment and Retention

Our organization is committed to attracting, hiring, and retaining a diverse workforce that reflects the communities we serve. We will implement practices that promote equity and inclusion in recruitment, including but not limited to:

- a. Ensuring job descriptions are inclusive and free from bias;
- b. Posting job openings in diverse channels and communities including expanding the recruitment search beyond the usual places - build intentional partnerships with community-based organizations that serve folks with particular intersectional identities that include more than one equity-seeking group identity, e.g. local LGBTQ2 Centre, Afro-Caribbean Community Agencies and others;
- c. Providing accommodations for individuals with disabilities during the hiring process and ensuring interviews and meetings meet the accessibility requirements of everyone and ask interviewees if they have any accessibility needs;
- d. Conducting diverse candidate interviews;
- e. When preparing job descriptions, considering what we genuinely require for the role and question any assumptions about education and experience requirements;
- f. During recruitment processes, seek to hide personal identifiers while screening for staff, committee and Board roles;
- g. When evaluating candidates, value their lived experiences and other non-traditional professional experiences, including volunteer work; and
- h. Using existing equity frameworks to set targets and commitments that can provide a broader context to ensure our organization is measuring up to peers, sector leaders and community calls to action. (eg. 50-30 Challenge). External commitments are outlined in Appendix 1 of this policy document, which is updated on an ongoing basis.

6. Training and Development

Our organization is committed to providing ongoing training and development opportunities for all employees and volunteers to promote JEDI awareness and skills. Training may include, but is not limited to:

- a. Unconscious bias training;
- b. Cultural competency training;
- c. Anti-racism training; and

- d. Accessibility training.

7. Communication and Engagement

Our organization is committed to communicating and engaging with all stakeholders in a manner that is respectful, inclusive, and equitable. We will:

- a. Use inclusive language in all communications and materials;
- b. Ensure that all communication channels are accessible and available to all stakeholders;
- c. Encourage and value feedback from all stakeholders, including those with diverse backgrounds and perspectives;
- d. Engage reviewers from equity-deserving organizations to assist in reviews of applications supporting equity-seeking communities; and
- e. Develop a new Procurement Policy that will seek to support change and to reduce barriers to suppliers from equity-deserving communities. The new policy will require requests for proposals to include questions about supplier's reconciliation, justice, equity, diversity and inclusion policies and will employ inclusive language to make the procurement process available to all.

8. Monitoring and Evaluation

Our organization is committed to monitoring and evaluating our JEDI practices and initiatives to ensure that we are meeting our goals and continuously improving. We will:

- a. Collect and analyze data on the diversity of our workforce and volunteer base;
- b. Monitor and evaluate the impact of our JEDI practices and initiatives;
- c. Make data-driven decisions and adjustments to our JEDI policies and practices based on our findings; and
- d. Build equity into our organization's strategic plan and set measurable key performance indicators (KPIs).

9. Accountability

All employees and volunteers are responsible for upholding our JEDI policies and practices. Our organization will hold individuals accountable for any actions that violate our policies, including discrimination and harassment.

10. Conclusion

Our organization is committed to SDG #10 reducing inequalities, promoting justice, equity, diversity, and inclusion in all aspects of our operations. We believe that a diverse and inclusive workplace is essential to achieving our mission and serving our communities.

Appendix 1: External JEDI Commitments

50-30 Challenge

The 50-30 Challenge offers a clear goal in recruitment composition targets for senior management and boards. The 50-30 Challenge asks organizations to aspire to two goals:

1. Gender parity on boards and in senior management roles: Gender parity means at least 50% of board and senior management members are female-identifying or non-binary.
2. Significant representation from equity-seeking groups on boards and in senior management roles: Significant representation means at least 30% of board and senior management members are from equity-seeking groups. Equity-seeking groups include: racialized, Black, and people of colour ("Visible Minorities"); people with disabilities (including invisible and episodic disabilities); 2SLGBTQ+ and gender and sexually diverse individuals, and; Indigenous Peoples, including those that identify as First Nation Peoples, Métis Nation, and Inuit.

Commitment

As of August 1, 2023 SVX has committed to the 50-30 Challenge.

Performance

As of August 1, 2023, here is our performance related to the 50-30 Challenge:

Commitment	Performance
1. Gender parity on boards and in senior management roles: Gender parity means at least 50% of board and senior management members are female-identifying or non-binary.	<ul style="list-style-type: none"> • External Board Composition: 40% female-identifying or non-binary • Overall Board Composition: 33% female-identifying or non-binary • Senior Management: 33% female-identifying or non-binary • <u>Results</u>: Meet challenge by July 31st, 2024.
2. Significant representation from equity-seeking groups on boards and in senior management roles: Significant representation means at least 30% of board and senior management members are from equity-seeking groups. Equity-seeking groups include: racialized, Black, and people of colour ("Visible Minorities"); people with disabilities (including invisible and episodic disabilities); 2SLGBTQ+ and gender and sexually diverse individuals, and;	<ul style="list-style-type: none"> • External Board Composition: 40% from equity seeking groups • Overall Board Composition: 33% from equity seeking groups • Senior Management: 33% from equity seeking groups • <u>Results</u>: Challenge met.

Indigenous Peoples, including those that identify as First Nation Peoples, Métis Nation, and Inuit.	
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