

## 2.15 Diversity, Equity, Inclusion and Belonging

**POLICY AREA:** Board Process

**DATE APPROVED:** October 5, 2023

**DATE REVIEWED:** June 22, 2023, Sept. 12, 2023

**DATE REVISED:**

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Clayworx is committed to the principles of equity, celebrates the diversity in our communities and ensures that everyone feels welcomed and is treated with respect. The Board is committed to ensuring its policies, processes, and practices are reflective of its commitment to equity and anti-oppression.

Clayworx respectfully acknowledges that London, Ontario forms part of the traditional territory of the Attawandaron, Anishinaabeg, Haudenosaunee, and Lunaapeewak peoples who have long-standing relationships to the land, water, and region of southwestern Ontario. Clayworx is thankful to be located on these ancestral and treaty lands, and acknowledges the local First Nation communities of this area including the Chippewas of the Thames First Nation, Oneida Nation of the Thames, and Munsee-Delaware Nation. Additionally, we recognize that there is a growing urban Indigenous population who make the City of London home, and we value the significant historical and contemporary contributions of local and regional First Nations of Turtle Island (North America).

### Definitions:

**Inclusion:** The extent to which all members of the organization and community are included in important decision-making processes and social interactions.<sup>i</sup>

Inclusion is a sense of belonging: feeling respected, valued for who you are; feeling a level of supportive energy and commitment from others so that you can do your best work. Inclusion is a shift in organization culture. The process of inclusion engages each individual and makes people feel valued and is essential to the success of the organization. Individuals function at full capacity, feel more valued, and included in the organization's mission. This culture shift creates higher performing organizations where motivation and morale soar.<sup>ii</sup>

**Diversity:** The combination of characteristics within each of us including, but not limited to, ethnicity or national origin, gender, abilities, age, physical characteristics, values, culture, sexual orientation and socio-economic status.<sup>iii</sup>

**Racism:** Those aspects of society and its people (attitudes, social structures and actions) that overtly and covertly attribute value and normality to historically dominant groups and that devalue, stereotype, and label racialized communities as "other," different, less than, or render them invisible.<sup>iv</sup>

**Cultural Competency:** Described as a set of congruent behaviours, attitudes and policies that enables people and organizations to work effectively with various racial, ethnic, religious and linguistic groups.

i) Alison M. Konrad & Dharshi Lacey, 2007

ii) Miller & Katz, 2002

iii) Canadian Council for International Co-operation, 1998

iv) Lopes & Thomas, Dancing on Live Embers: Challenging Racism in Organizations, 2006

## **Policy:**

The Clayworx Board seeks to increase access, participation, equity and inclusiveness by eliminating systemic barriers to full participation.

1. It is Clayworx 's intent to be an organization free from all verbal, physical and visual forms of harassment and discrimination.
2. All Board members, employees and volunteers are expected to be sensitive to and respectful of their co-workers and others with whom they come into contact while representing the organization.
3. Clayworx prohibits all forms of harassment and discrimination related to racism, sexism, homophobia, heterosexism, transphobia, ageism, ableism and other forms of social exclusion.
4. Clayworx values the diversity and uniqueness of Board members, staff and volunteers and is sensitive to all faiths or beliefs. Board and committee meetings will be scheduled such that they do not conflict with holidays associated with personal faith and beliefs of Board members.
5. Whenever possible the organization shall endeavour to include people with disabilities. Board and committee meeting locations will be held at accessible/barrier-free locations as required by Board/committee members.
6. We recognize institutional and systemic barriers, racism and interlocking systems of social oppression. Clayworx is committed to actively working toward the removal of these barriers and will work to increase equity by creating a culture of cultural competency on its Board and within the organization through Board policy.
7. Clayworx will ensure its programs, policies and principles reflect and support the rich diversity of the community we serve.
8. Clayworx is committed to being a leader in supporting and valuing the diversity of the people, organizations and communities we service.
9. Clayworx is committed to employment diversity with respect to all aspects of employment. The Board will maintain and monitor the policy to ensure that all decisions regarding recruitment, hiring, promotion, compensation, employee development such as training, and all other terms and conditions of employment, will be made without regard to race, religious beliefs, colour, gender, physical disability, developmental delay, age, ancestry, place of origin, sexual orientation, marital status, source of income or family status. The exception would be when a position requires certain physical abilities to successfully fulfill the duties of the job.
10. The Board's nomination process will ensure that it results in a Board that is reflective and inclusive of its membership and community.
11. Everyone at Clayworx has a role to play in supporting our commitment to a diverse and equitable workplace.
12. Gender neutral language shall be used in all Clayworx policies and documents and individuals shall be referred to by the pronouns of their choosing.