

	<b>Section:</b> 01 Administration	<b>Pages:</b> 3	<b>Policy Number:</b> 01-27
	<b>Subject:</b> Equity, Diversity, Inclusion, Anti-Racism, and Anti-Oppression Policy		

## POLICY STATEMENT

Banyan Community Service (Banyan) recognizes that certain people in our society face oppressive experiences because of individual and systemic unequal power related to race, colour, culture, ethnicity, language and linguistic origin, ability, socio-economic class, age (children, youth, seniors), ancestry, nationality, place of birth, religion or faith or other forms of conscientiously held beliefs, sex, gender (including gender identity and expression), sexuality (including sexual orientation), family status (including marital status), and residency/migratory status in Canada and types of life experiences. Banyan is committed to a policy of anti-racism and anti-oppression and will strive for equity, inclusiveness and diversity in all aspects of its operation and at all levels of the agency. All systems, policies and practices shall promote barrier-free access to client services and employment, as well as employment and volunteer opportunities. We will work towards confronting and eliminating discriminatory or racist incidents and behaviour at the individual, organizational and societal level.

## PURPOSE OF THE POLICY

This Policy provides definitions and guidelines to ensure that policies, procedures, practices and programs of Banyan Community Service are consistent with equity, diversity, inclusion, anti-racism, and anti-oppression principles.

### A. DEFINITIONS:

- Equity:** where everyone is treated according to their diverse needs in a way that enables all people to participate, perform, and engage to the same extent. The term “equity” refers to fairness and justice and is distinguished from equality: Whereas equality means providing the same to all, equity means recognizing that we do not all start from the same place and must acknowledge and make adjustments to imbalances. The process is ongoing, requiring us to identify and overcome intentional and unintentional barriers arising from bias or systemic structures.
- Diversity:** is about the variety of unique dimensions, qualities, and characteristics we all possess, and the mix that occurs in any group of people. Race, ethnicity, age, gender, sexual orientation, religious beliefs, economic status, physical abilities, life experiences, and other perspectives can make up individual diversity.
- Inclusion:** is creating a culture that embraces, respects, accepts, and values diversity. It is a mindful and equitable effort to meet individual needs so everyone feels valued, respected, and able to contribute to their fullest potential. In an inclusive environment, everyone feels involved, welcomed, and respected.
- Racism:** overt, covert, intentional and/or unintentional behaviour by individuals to other individuals based on their membership in a racial group.

- **Discrimination:** the treatment or consideration based on class or category rather than individual merit and that can be used to privilege (special treatment in favour of) as well as disadvantage (special treatment against) a particular group or individual.
- **Oppression:** the use of power or privilege by a socially, politically, economically, culturally dominant group (or groups) to disempower (take away or reduce power), marginalize, silence or otherwise subordinate one social group or category.
- **Systemic Oppression:** consists of practices, policies, laws and standards that disadvantage a particular group or category of people.
- **Individual Oppression:** demeaning and oppressive behaviour towards and treatment of a particular group or category of people, expressed through individual attitudes, beliefs and values.
- **Anti-Oppression:** the work of actively challenging and removing oppression perpetuated by power inequalities in society, both systemic oppression and individual expressions of oppression.

## B. PROCEDURES:

1. **Governance** - Banyan is committed to achieving representation of the diversity of the community on its Board of Directors by ensuring that it has an equitable and transparent nomination process that this process is communicated to all members and that members are committed to outreach beyond the current membership if necessary to achieve this goal.
2. **Accommodation of Client Needs**
  - 2.1 Every effort shall be made to ensure cultural sensitivity and safety to client needs and to meet, wherever possible, cultural, language, spiritual and other such needs. No member of the organization shall accommodate a client request that is based on bias or is racist by nature.
  - 2.2 All displays, signs, pictures, reports, brochures, training calendars will be assessed to ensure they are culturally sensitive.
3. **Employment Practices** - Banyan will develop, initiate and maintain bias-free recruitment, hiring and human resource policies and practices.
4. **Education**
  - 4.1 Banyan is committed to ensuring that those involved in the delivery of services and program have the knowledge, understanding and skills to work with and provide services to members of diverse communities, particularly equity-seeking communities.
  - 4.2 All Banyan staff and volunteers shall receive equity, diversity, inclusion, anti-racism, and anti-oppression education. All new staff and volunteers shall receive orientation to the policy.
5. **Evaluation and Monitoring**
  - 5.1 Incidents and/or complaints of racism, prejudice or any form of discrimination either real or perceived shall be identified and brought forward for review through the Banyan Quality Management Program. This will ensure a proper monitoring and review at both the senior management committee and the Board of Directors through the Quality Management Committee of the Board.

- 5.2 The CEO or designate will work to integrate equity, equality, inclusiveness, access and respect in all organizational decision-making processes, day-to-day practices, and programming.
- 5.3 The CEO or designate will develop action plans with a time frame to incorporate the Equity, Diversity, Inclusion, Anti-Racism, and Anti-Oppression Policy in all aspects of the agency.
- 5.4 The CEO or designate will monitor all systems , including employment and administrative policies and practices, training programs annually, or more frequently as required, with a view to the identification and removal of systemic racism and oppression and barriers to employment, opportunities for advancement.

**C. REFERENCE SOURCES:**

- Accessibility for Ontarians with Disabilities Act
- Canadian Human Rights Act
- Ontario Human Rights Code

**D. CROSS REFERENCES:**

- 01-24 Accessible Customer Service
- 02-37 Discrimination and Harassment
- 02-37-1 Discrimination and Harassment Procedures
- 02-2 Recruitment and Selection

**E. REVIEW CYCLE:** This policy is to be reviewed every 3 years.

Approved By:	Senior Management Team
Effective Date:	January 16, 2016
Revised Date:	June 2018, March 2020, July 2022
Reviewed Date:	