

CanTRA POLICY BOOK

A—15 DIVERSITY, EQUITY, AND INCLUSION

This policy is in addition to the approved CanTRA VALUES.

- **Integrity** - fairness, impartiality, trustworthiness, constancy, honorability
- **Professionalism** - responsible, ethical, team-orientated approach
- **Communication** - open, concise, and complete in listening and responding
- **Accountability** - responsible for honest and ethical conduct towards others
- **Openness** - sharing of information freely to benefit members and clients
- **Leadership** - ability and expertise to positively influence the membership

Diversity is the presence of differences within a given setting. **Equity** is the process of ensuring that processes and programs are impartial, fair and provide equal possible outcomes for every individual. **Inclusion** is the practice of ensuring that people feel a sense of belonging in the workplace.

CanTRA stands and has always stood on diversity, equity, and inclusion. This is especially important, given public knowledge of the adverse situations involving Indigenous peoples, and people of different ethnicity, faiths and diversity.

CanTRA welcomes and embraces people from all walks of life, all faiths, sexual orientation and diversity, and any act towards another person that does not reflect this will not be tolerated.

We do not condone abuse of any kind whether written, verbal or physical, and promote peace, acceptance and kindness towards others in all our actions. CanTRA encourages full disclosure in reference to how they treat all those they serve and who become involved with CanTRA in any capacity and for any reason.

CanTRA strongly encourages any person, whether volunteer or paid, who in the course of conducting CanTRA business experiences discomfort or harassment, to bring this to the attention of the President, who will take remedial action. Additionally, any person who witnesses such behaviour carried out by or to another person should report it to the President.

This policy pertains to and is to be shared with the current Board of Directors, Advisory Council, staff, committees, and volunteers on official CanTRA business, as well as all nominee members in these capacities, and all candidate staff in the hiring process. It is to be posted on the CanTRA website and social media and shared at any time and situation where CanTRA's position must be made clear.

CanTRA will not tolerate any act that is contrary to the above.

CanTRA will also encourage its accredited centres to create and uphold similar policy with their personnel in any capacity, volunteer or paid, to ensure understanding and full disclosure in reference to how they treat all those they serve and who become involved with them in any capacity and for any reason.