

Policy Area: Policies & Guidelines	Date of Issue: June 15, 2024
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The Mandate Outreach International (TMOI) Inclusion & Diversity Policy

The TMOI Board is committed to the inclusion of all people. We celebrate the diversity of the world and are committed to including all manners of race, color, national origin, ancestry, gender, sexual orientation, religion, age, or people of disability.

Definitions

Inclusion: The extent to which all members of the organization and community are included in important decision-making processes and social interactions. 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 feeling valued, 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.

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.

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.

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.

Policy:

1. It is TMOI’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. TMOI prohibits all forms of harassment, whether due to race, colour, national origin, ancestry, gender, sexual orientation, religion, age, disability, political ideology, or any other reason.

4. TMOI 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 endeavor 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. TMOI 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 in the organization through Board policy.

7. TMOI will ensure its programs, policies and principles reflect and support the rich diversity of the community we serve.

8. TMOI is committed to being a leader in supporting and valuing the diversity of the people, organizations and communities we serve.

9. TMOI 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 decisions 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.

10. Everyone at TMOI has a role to play in supporting our commitment to diversity and an equitable workplace.

THE MANDATE
OUTREACH INTERNATIONAL