



Skills Society Anti-Discrimination Commitment

Our Skills Society **vision** is “*a community where every individual is a valued citizen deserving respect, dignity and rights*”. Central to our vision is the desire to build a community where everyone belongs. Skills Society is dedicated to fostering an inclusive environment free from discrimination and which supports the dignity and self-esteem of all within our community. We believe an inclusive community is one:

- where everyone has opportunities to share their gifts and talents;
- where every individual feels they belong and is valued for their own identities, culture, view points, and traditions; and
- that recognizes our shared humanity while also celebrating our unique individuality.

Skills Society has long established policies and practices that shows we **value** diversity, equity and social justice and is inclusive to people of all gender identities and expressions, sex and sexual orientation, abilities, ages, religious beliefs, race, and ethnicities. As part of this value, we are continuously learning and improving to ensure our collective work keeps us all moving towards our vision and centers us in supporting the citizenship and deep belonging of people with disabilities in community.

A small Equity, Diversity and Inclusion (EDI) committee of diverse leaders at Skills has put together this statement that we would like our whole Skills community to reflect on and recommit to yearly. This is in response to hearing that people we serve, and employees have at times not known where to get support when racial slurs and discrimination has been experienced. This is absolutely not acceptable nor tolerated as per our policies. Let’s all remember our vision together, let’s remember to see gifts in everyone in our community and let’s be in the spirit of developing healthy relationships with all people we share this land with on Treaty 6 territory. Thank you for joining us in this commitment.

Skills Society’s Responsibilities

If you experience discrimination or racism within our Skills Society community

You’re not alone and you will always have support. Skills Society takes these matters very seriously.



If you are someone supported by Skills Society:

- You can let a Team Leader, Manager or Senior Manager know, or ask someone you trust to help you report it. Skills Society will support you to access the appropriate authorities.

If you are an employee, volunteer or contractor of Skills Society:

- Based on our policies around harassment (Policy 3.2 - Workplace Violence and Harassment), you can tell a supervisor. You can also always get support from Human Resources.
- Employees should always feel safe bringing their experiences forward to the Senior Manager of Human Resources.
- Skills Society will investigate all cases fairly, respectfully and in a timely manner, and employees will be supported by Human Resources throughout the process.

Ways Skills Society is learning/unlearning and acting on this commitment

Skills Society has been on a learning journey around what reconciliation means in action, how we can be better treaty relatives sharing this land together, and how we foster inclusive and welcoming communities.

Learn more about how we're acting on this commitment here:

<https://www.skillsociety.ca/equity-diversity-and-inclusion>

Skills Society Community Members' Responsibilities

We expect that Skills Society community members (people we support, families, Guardians, and employees) are representative of this spirit of inclusivity, warmth and friendship.

Harassment and discrimination in any form is not tolerated at Skills Society. The following behaviors are expected by all Skills Society community members:

1. Be inclusive of diverse perspectives and ways of being.
2. Do not act, speak, or behave in ways that are demeaning, harassing or discriminatory to others related to race, ethnicity, gender identity and expression, sex and sexual orientation, disability, age, or religious beliefs.
3. Do not tolerate harassment and discrimination if you are witness to it.
4. Bring a friendly, open minded and welcoming spirit to all Skills Society Community Members.

We thank you for being part of sharing our vision.



Acknowledgement and Agreement

By signing below I acknowledge that I have read the *Skills Society Anti-Discrimination Commitment* and am joining Skills Society in this shared vision and commitment to be welcoming and inclusive of all Skills Society Community Members.

Check the box that applies to you:

- Individual accessing support
- Family Member and/or Guardian
- Employee
- Board Member
- Student/Volunteer

Name

Signature

Date (Month/Day/Year)