

# We Care Foundation of Newfoundland & Labrador

## DIVERSITY, EQUITY & INCLUSION POLICY

Policy: Operations	
Policy: Diversity, Equity & Inclusion Policy	Version001
Drafted by: HR Consultant	November 10, 2023
Approved by Board:	December 31, 2023
Reviewed by: Executive Director	November 31, 2023

### Section 1: Introduction

**1.1** The We Care Foundation of NL (WCF of NL) is committed to creating a diverse, equitable and inclusive environment. All staff, volunteers, board members, participants, and anyone who interacts with WCF NL will be treated with dignity.

**1.2** The organization continuously creates systems and tools that encourage diversity and inclusion on the board, operations and volunteers.

### Section 2: Policy Statement(s)

**2.1** WCF of NL is committed to practicing a culture of diversity, equity, and inclusion within its organization. This applies to all practices and policies related to board nominations, and recruitment and selection of staff and volunteers.

### Section 3: Purpose

**3.1** The purpose of this policy is to support the value of the individual differences, life experiences, knowledge, innovation, self-expression, unique capabilities and talent from all paths of life.

### Section 4: Scope

**4.1** This policy applies to all WCF NL board, personnel, and other volunteers and participants affiliated with the organization.

## **Section 5: Responsibilities**

**5.1** Board, staff, volunteers are all responsible to follow policies and practices and practice behavior that supports diversity, inclusion and equity.

## **Section 6: Definitions**

### **6.1 Diversity**

- Diversity is the presence of variety in the workplace. Diversity in a workplace is not based on one individual's diverse background, but the overall diverse strength of a group. Diversity refers to (but is not limited to) race, gender, ethnicity, religion, nationality, age, disability, and socio-economic status.

### **6.2 Equity**

- Equity is about fairness and inclusion to ensure equal opportunity of outcomes. For example, it may mean recruitment targets millennial women, or women from a different culture to establish equitable representation of the board members. In this case it does not target all women but targets groups to ensure equitable representation.

### **6.3 Inclusion**

- Inclusion occurs when people with different backgrounds feel valued and welcomed in a setting. Inclusion includes practices in which different groups or individuals with different backgrounds are culturally and socially accepted and welcomed.