

DIVERSITY AND INCLUSION STATEMENT

Purpose

At GlobalMedic, a diverse, inclusive, and equitable workplace is one where all employees and volunteers, whatever their gender, race, ethnicity, national origin, age, sexual orientation or identity, education, or disability, feels valued and respected. We are committed to a non-discriminatory approach and provide equal opportunity for employment and advancement in all of our operations. We respect and value diverse life experiences and heritages and ensure that all voices are valued and heard.

We're committed to maintaining an inclusive environment with equitable treatment for all.

Application

To provide informed, authentic leadership for cultural equity, GlobalMedic strives to:

- See diversity, inclusion, and equity as connected to our mission and critical to ensure the well-being of our staff and the communities we serve.
- Acknowledge and dismantle any inequities within our policies, systems, programs, and services.
- Explore potential underlying, unquestioned assumptions that interfere with inclusiveness.
- Advocate for and support board-level thinking about how systemic inequities impact our organization's work, and how best to address that in a way that is consistent with our mission.
- Help to challenge assumptions about what it takes to be a strong leader at our organization, and who is well-positioned to provide leadership.
- Practice and encourage transparent communication in all interactions.
- Commit time and resources to expand more diverse leadership within our board, staff, committee, and advisory bodies.
- Lead with respect and tolerance. We expect all employees to embrace this notion and to express it in workplace interactions and through everyday practices.

GlobalMedic abides by the following action items to help promote diversity and inclusion in our workplace:

- Pursue cultural competency throughout our organization by creating formal, transparent policies.
- Generate and aggregate quantitative and qualitative research related to equity
- to make incremental, measurable progress toward the visibility of our diversity, inclusion, and equity efforts.
- Improve our cultural leadership pipeline by creating and supporting programs and policies that foster leadership that reflects the diversity of Canadian society.
- Develop a system for being more intentional and conscious of bias during the hiring, promoting, or evaluating process. Train our hiring team on equitable practices.
- Include a salary range with all public job descriptions.
- Advocate for public and private-sector policy that promotes diversity, inclusion, and equity. Challenge systems and policies that create inequity, oppression and disparity.
- Engage the local community as much as possible when developing programs to ensure aid is delivered in a non-discriminatory, equitable and inclusive way while respecting cultural norms.

Approved by: Executive Director
Date Last Approved: October 28, 2021
Originally Approved: October 28, 2021
Last Reviewed: October 28, 2021