

Diversity and Inclusion

At Traverse Independence we strive to provide an atmosphere free from barriers in order to promote equity, diversity and inclusion. Traverse Independence has specific policies in place to prevent any discrimination based on the protected grounds in any employment, stakeholder or external personnel matter. As such, Traverse Independence is dedicated to promoting diversity and inclusion within the workplace. All human resources decisions are made without regard to race, creed, religion, sex, gender identity, gender expression, family status, language, place of origin, or disability.

What does being inclusive in the workplace really mean to people?

“The achievement of a work environment in which all individuals are treated fairly and respectfully, have equal access to opportunities and resources, and can contribute fully to the organization’s success.”

What does diversity in the workplace really mean to people?

“It means understanding that each individual is unique, and recognizing our individual differences.”

At Traverse, fostering an environment that respects people’s diversity, dignity, ideas and beliefs, thereby ensuring equity and diversity in employment and service delivery, is a priority.

Cultural Competence

As part of our diversity plan, we will ensure that employees and stakeholders are culturally competent and to do this we may use various training initiatives. These training initiatives may include:

- Allowing awareness of one’s own cultural view
- Encouraging positive attitudes towards cultural differences
- Obtaining knowledge of differing cultural practices and views
- Teaching cross-cultural skills.

Traverse Independence is dedicated to recruiting and retaining a qualified workforce. By valuing a diverse workforce, Traverse Independence is committed to hiring practices that are fair and equitable.

