



TRAVERSE
INDEPENDENCE

DIVERSITY AND INCLUSION PLAN

APRIL 2018

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What does being inclusive in the workplace really mean to people? Some might say it is simply about feeling respected and comfortable in your own skin, no matter what your race, where you originally come from or how long you've been here. Others might describe inclusion as being able to bring your whole self to work so you can do your best, instead of having to hide who you are.

INTRODUCTION

Traverse Independence is dedicated to providing an atmosphere free from barriers in order to promote equity, diversity and inclusion. We celebrate and welcome the diversity of all the stakeholders involved with our organization. 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. We demonstrate our commitment to this by providing a supportive work environment and a corporate culture that welcomes and encourages equality and inclusion for all.

OVERVIEW

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.

We are committed to making accommodations for those who require them and we will ensure we comply with all AODA (*Accessibility for Ontarians with Disabilities Act*) requirements. Individuals are encouraged to let Traverse Independence management know of any accommodations that are required.

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. Traverse Independence will always hire the most qualified candidate for a position. We will ensure that the search and hiring process is fair and equitable so the appropriate qualifications of each candidate are the only criteria used in the hiring process.

DIVERSITY AND INCLUSION PLAN 2018 - 2019

STRATEGIC PRIORITY	GOAL	OBJECTIVES	OUTCOMES	LEAD	TIMELINE	INDICATORS
DIVERSITY AND INCLUSION	Mandatory diversity training will be inserted into the new staff orientation process	All employees have an understanding of diversity and inclusion	Diversity and inclusion become part of the day to day culture of the organization	Human Resources	June 2018	100% of new staff will receive and complete the diversity-training module.
	Diversity training will be offered annually at all sites to all employees	All employees have an understanding of diversity and inclusion	Diversity and inclusion become part of the day to day culture of the organization	Human Resources	February 2019	100% of staff meetings will have diversity training as an education topic once annually.
	The client and caregiver handbook will include a section on diversity and inclusion	Clients and caregivers understand that diversity and inclusion are a strategic priority	Diversity and inclusion become part of the day to day culture of the organization	Employee Committee	May 2018	90% of clients and caregivers will respond positively to diversity questions in survey.
	Indigenous awareness training will be offered to employees	Indigenous healing practices are included into the day to day service delivery model for clients who have identified as indigenous	An understanding of indigenous culture is reflected in the service delivery model	Human Resources	Sept 2018	100% of staff meetings will have indigenous awareness training as an education topic once annually

DIVERSITY AND INCLUSION SCORECARD 2018 - 2019

STRATEGIC PRIORITY	GOALS	MEASURES/INDICATORS	TARGET DATE FOR 2018/2019	Q1	Q2	Q3	Q4	TOTAL
DIVERSITY AND INCLUSION	Mandatory diversity training will be inserted into the new staff orientation process	100% of new staff will receive and complete the diversity-training module.	March 2019					
	Diversity training will be offered at all sites to all employees	100% of staff meetings will have diversity training as an education topic once annually.	March 2019					
	The client and caregiver handbook include a section on diversity and inclusion	The client and caregiver handbooks include information about diversity and inclusion	March 2019					
	Indigenous awareness training will be offered to employees	100% of staff meetings will have indigenous awareness training as an education topic once annually	March 2019					