



EQUITY, DIVERSITY, AND INCLUSION (EDI) PLAN

2023 - 2024

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What does an inclusive 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, board of directors, management and employees strongly support a workplace that respects, supports, and promotes equity, diversity, and inclusion (EDI). Fostering an environment that welcomes people's diversity, dignity, ideas, and beliefs, is a priority. We demonstrate our commitment to this by our creation of a Joint Equity, Diversity, and Inclusion (JEDI) committee that includes employees, union representatives, management, and a board member where we strive to listen, learn, and understand. We want our work environment and corporate culture to welcome and encourage equality and inclusion for all.

OVERVIEW

Traverse Independence has specific policies in place to prevent discrimination based on protected grounds. As such, Traverse Independence is dedicated to promoting diversity and inclusion within the workplace. To this end, the JEDI committee is working to support our clients to maintain a harassment free work environment for all our staff no matter what their race, creed, religion, sex, gender identity/expression, status, language, place of origin or disability. Further, all human resources decisions around hiring, termination, discipline, performance management, etc. are made with respect for these same factors.

We are committed to accommodating those who require it, and we will comply with all AODA (Accessibility for Ontarians with Disabilities Act) (*Accessibility for Ontarians with Disabilities Act*) requirements. Individuals are encouraged to let Traverse Independence know of any accommodation they may require.

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:

- 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 2023 - 2024

STRATEGIC PRIORITY	GOAL	OBJECTIVES	OUTCOMES	LEAD	TIMELINE	INDICATORS
DIVERSITY AND INCLUSION	The JEDI committee will be functioning and meeting at least six times per year.	The committee has representation from management, the union and the BIPOC front line employees.	The committee will make recommendations on a bias-free workplace, that supports diversity, equity, and inclusion.	CEO (Chief Executive Officer), Board Member	March 2024	The committee will meet regularly, have a current TOR (Terms of Reference), and will generate recommendations for improvement.
	Mandatory diversity training will be inserted into the staff orientation process through Surge.	All employees understand diversity and inclusion.	Diversity and inclusion become part of the day-to-day culture of the organization.	Human Resources	March 2024	100% of staff will receive and complete the diversity-training module within their first three months of employment.
	Diversity training will be offered annually through the Surge system to all employees.	All employees understand diversity and inclusion.	Diversity and inclusion become part of the day-to-day culture of the organization.	Human Resources	March 2024	100% of staff meetings will have diversity training as an education topic 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	March 2024	The client/caregiver handbook will be distributed widely.
	Indigenous awareness	Indigenous healing practices	An understanding of indigenous	Human Resources	March 2024	Due to turnover and new hires at least 60% of staff will

TRAVERSE INDEPENDENCE DIVERSITY AND INCLUSION PLAN

STRATEGIC PRIORITY	GOAL	OBJECTIVES	OUTCOMES	LEAD	TIMELINE	INDICATORS
	training will be offered to employees through Surge.	are included into the day-to-day service delivery model for clients who have identified as indigenous.	culture is reflected in the service delivery model.			be current on indigenous awareness training,

