



**United Way
Greater Toronto**

Statement on Diversity

United Way Greater Toronto celebrates and respects diversity. Diversity refers to human characteristics that distinguish one person from another. It includes ethnicity, race, culture, age, gender, sexual orientation, differing abilities, social perspectives, values and beliefs.

United Way Greater Toronto recognizes that the diversity among residents of Peel, Toronto, and York Region adds richness and benefits that strengthen our community. It is also sensitive to the fact that some groups encounter barriers to equitable access and participation in the community. These barriers diminish our capacity as a vibrant, caring and contributing community.

United Way Greater Toronto promotes respect, equity, access and participation of all individuals who interact with the organization. It prohibits discrimination in accordance with federal and provincial legislation and codes (1. The Universal Declaration of Human Rights; 2. The Canadian Charter of Rights and Freedoms; 3. The Ontario Human Rights Code [1990]) and principles of social justice.

United Way Greater Toronto affirms the rights of everyone to live, participate, and work in an environment that is free from discrimination and harassment.

The Board of Trustees of United Way Greater Toronto recognizes that building equity and access requires a commitment in both its internal operations and its external relationships.

The Board of Trustees will:

- ensure that members of the board and its sub-committees, and staff of the organization are reflective of the broad diversity of the community;
- ensure that the organization's Non-Discrimination & Harassment Policy is implemented and monitored;
- ensure that all its information materials reflect diversity and inclusivity, and present positive images;
- undertake ongoing research and training to enhance diversity knowledge and skills;
- when consulting publicly about the organization's priorities and strategies, ensure that groups and organizations reflecting the broad diversity of the community are encouraged to participate;
- promote equity, access, and participation for diverse groups within stakeholder relationships;
- evaluate its own performance against these goals

The Board of Trustees of United Way Greater Toronto is committed to governing an organization that promotes respect, equity, access and participation in all internal and external relations.

Board of Trustees approved on October 21, 2004