

Diversity, Equity and Inclusion Statement

Creating an effective, just, and humane response to confronting crime requires a diverse, equitable and inclusive organization and approach to effect change.

Diversity means the presence of differences that enrich the organization. Some examples of diversity may include race, ethnicity, religion, disability, sex, gender identity or expression, sexual orientation, age, and/or socio-economic situations.

Equity is about the fair, just, and respectful treatment of all people. It acknowledges that differential treatment and resource redistribution are required to achieve equality in policy, process and outcomes.

Inclusion is about fostering an environment where all people feel welcome. It requires an active and continuous process to address inequities in power and privilege to build a respectful and diverse community where everyone can flourish.

Goals

Each and every one of us is responsible for confronting individual and institutional bias and inequities that persist in our organization, the criminal justice system and throughout our society. Our goal is to remove barriers and promote access, opportunity, and an environment where everyone feels safe and heard.

To achieve these goals, we commit to:

- Ongoing equity, diversity and inclusion training for Board and staff
- Ensuring that operational and human resources policies and practices are up to date and reflect evolving environments and best practices
- Striving for our Board and staff to reflect Ontario's diversity so we can effectively serve our communities and further enrich our organization
- Listening to and actively seeking out feedback from the Board, staff, clients and community to continuously improve policies, procedures and our work
- Highlighting and responding to systemic discrimination in the social and criminal justice systems
- Sharing best practices that can lead to improvements in the social and criminal justice systems
- Framing our communications through an equity, diversity and inclusion lens
- Seeking funding for initiatives that support equity, diversity and inclusion in our organization and the criminal and social justice systems
- Seeking opportunities to collaborate/partner with organizations that represent equity-seeking groups
- Ensuring that diverse voices are included in the work of the Centre of Research & Policy

It takes effort, care, and perseverance to create an equitable, diverse, and inclusive organization. We believe in the values behind this vision and will continue to fulfill our role in achieving it.