


ST. LEONARD'S COMMUNITY SERVICES LONDON & REGION
POLICY AND PROCEDURE MANUAL

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	Approval Body SLCS Executive Director	Last Revision Date n/a

POLICY

St. Leonard's Community Services (SLCS) is committed to fostering a workplace culture that values and actively promotes Diversity, Equity, Inclusion, and Belonging (DEIB). We believe that a diverse and inclusive environment is essential for embodying our commitment to social responsibility and ethical practices. Our dedication to DEIB is not just a statement but an integral part of our core values and guiding principles, reflecting our belief in doing what is right for our community and the world at large.

PROCEDURE

Diversity: We understand that our strength as an organization lies in the diversity of our workforce. We aim to embrace and celebrate differences in identity, such as race, ethnicity, gender, age, sexual orientation, religion, disability, and background, including recognizing the profound impact of lived experiences. We recognize that a diverse team brings a wide range of perspectives, ideas, and experiences, which fosters creativity, innovation, and problem-solving.

Equity: We are dedicated to creating a level playing field for all our employees. We are committed to ensuring that everyone has equitable access to opportunities and resources. We actively work to identify and eliminate barriers and biases that may impede an individual's progress and development within the organization.


Inclusion: Inclusion is not just about representation; it's about creating an environment where every individual feels valued, respected, and heard. We are dedicated to fostering an inclusive and accepting culture where each person's unique perspective is not only acknowledged but actively sought out and respected. We believe in providing a safe and supportive space for open dialogue, where differences are celebrated and embraced.

Belonging: Belonging is the feeling of security and support when there is a sense of acceptance, inclusion, and identity for a member of a certain group. A sense of belonging is crucial to life satisfaction, happiness, mental and physical health, and even longevity. It gives us a sense of purpose and meaning.

SLCS' commitment to DEIB is evident in our actions:

1. **Recruitment and Hiring:** We are dedicated to actively seeking out diverse talent and ensuring that our recruitment processes recognize and minimize the effects of biases. SLCS is committed to providing reasonable accommodation on an individualized basis for individuals who are impeded from fully accessing the workplace or performing the essential requirements of their work because of disabilities (see Policy 4.03

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Accommodation for Employees with Disabilities). We strive to build a workforce that reflects the diversity of the communities we serve.

2. **Training and Development:** We invest in training and development programs that empower our employees to expand their knowledge and understanding of DEIB topics. This helps us create a more informed and empathetic workforce.
3. **Leadership and Accountability:** Our leadership is responsible for championing DEIB efforts at every level of the organization, from the Board of Directors, across to every employee. We hold ourselves accountable for creating and maintaining an inclusive workplace.
4. **Community Engagement:** Our commitment to DEIB extends beyond words to meaningful actions embedded in our community engagement. We actively communicate internally with employees, volunteers, and students and externally through our social media channels to showcase our respect, awareness, and celebration for the diverse backgrounds, values, beliefs, and traditions of the communities we serve. Partnerships and collaborations are integral to our approach, ensuring that our actions are not only reflective but also impactful. As we engage with the community, our goal is not only to communicate our commitment to DEIB but to demonstrate it through tangible actions that contribute to positive change and lasting inclusivity within our organization and to the broader community.
5. **Regular Assessment:** We consistently evaluate and measure the impact of our DEIB efforts through a structured and ongoing assessment process, to ensure we are meeting our DEIB goals. One of these methods include inclusive culture benchmarking and surveys conducted with employees to gather insights on the perceived culture of the organization. This data is measured quarter to quarter and year over year to help identify areas of strength and those for improvement. Feedback is also sought from program participants, providing an environment and a dedicated platform where voices can be heard (see Policy 7.06 Cultural Competency and Safety for information specific to program participants).

SLCS recognizes that diversity, equity, inclusion and belonging are not just buzzwords, but essential principles that drive our organization's success. By fostering a workplace that is diverse, equitable, and inclusive, we can better serve our program participants, collaborate effectively, and contribute positively to our community.

The formation of SLCS' Justice, Equity, Diversity, and Inclusion (JEDI) Council marks a pivotal moment in our organization's commitment to fostering a culture of Diversity, Equity, Inclusion, and

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Belonging. The JEDI Council, through its dedicated efforts, will work collaboratively with all levels of the organization to champion these guiding principles. They will also play an important role in the ongoing assessment to ensure that SLCS continues to make progress in DEIB through continuous learning, adaptation, and accountability. Together, we aspire to create a workplace where every member feels valued, empowered, and connected, celebrating our differences as a source of strength.

References: Policy 4.03 Accommodation for Employees with Disabilities, 7.06 Cultural Competency, Humility, and Safety

Authorized by: _____
Executive Director

Date: December 12, 2023