

OVERVIEW

From Kick Off To Current Day

DIVERSITY

The presence of a wide range of human qualities and attributes within an individual, group or organization.

(Includes factors such as age, sex, race, ethnicity, physical and intellectual ability, religion, sexual orientation, educational background and expertise)

INCLUSION

Appreciating and using our unique differences, - strengths, talents, weaknesses and frailties - in a way that shows respect for the individual and ultimately creates a dynamic multi-dimensional organization.

DEFINITIONS



- There is a general lack of understanding about the concept of Diversity and Inclusion
- 2. Diverse representation does not exist at all levels of the corporation
- 3. We need to be aware of the impact of social exclusion for individuals from marginalized groups
- We need to do a better job at strengthening and enforcing the importance and value of diversity and inclusion
- 5. Education and training is integral



- The importance of diversity and inclusion is outlined in the corporation's strategic plan
- 2. Diverse programming is offered throughout the Region
- York Region continues to be a welcoming and inclusive place where everyone is welcomed
- Creating opportunities for staff to speak to their experiences and the importance of diversity in a safe space is a great first step to corporate cultural change







Service Providers

Employers



Policy Makers

Purchasers of Goods and Services

COMMITMENT TO INCLUSION

Draft Key Areas of Organizational Responsibility



Accessibility



Identifying and Removing Barriers and Promoting Inclusion



Evidence-Based Decision Making





Partnerships, Alignment and Collaboration



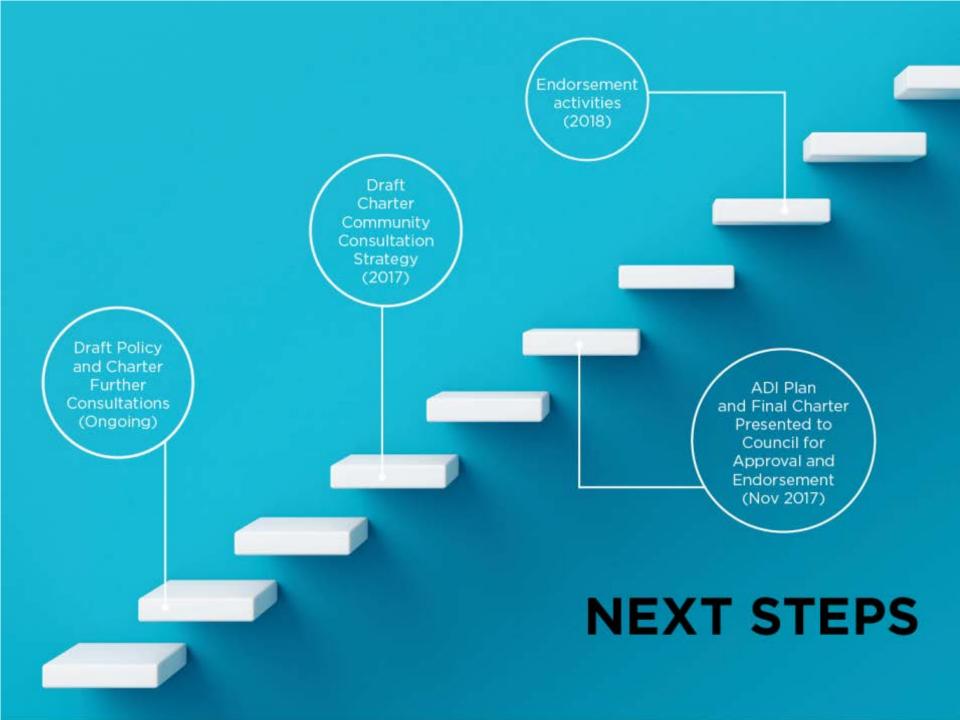
Education

GOING IN THE RIGHT DIRECTION

Guiding Principles of the Policy and Charter

- Do you see inclusion of people of all abilities reflected in each of these areas of organizational responsibilities? How might we address any gaps?
- 2. Do the other guiding principles apply to people of all abilities? Are there any gaps? If so, how might we address them?

DISCUSSION QUESTIONS



BE THE YOU WISH TO SEE IN THE WORL

MAHATMA GHANDI