

# INCLUSION CHARTER

OUR COMMITMENT  
TO **WELCOMING AND  
INCLUSIVE COMMUNITIES**

The **Inclusion Charter for York Region** is a community initiative that brings together businesses, community organizations, municipalities, police services, hospitals, school boards, conservation authorities and agencies with a common commitment to create an inclusive environment with equality for all who work, live and play here. Together our organizations share the vision of York Region as a welcoming and inclusive community where diversity is celebrated and where everyone can develop to their full potential, participate freely in society and live with respect, dignity and freedom from discrimination.

The Charter reflects an evolving approach in support of existing federal and provincial legislation that promotes human rights and accessibility. By endorsing this Charter we affirm our commitment to inclusion, whereby all people feel they belong and have access to the same opportunities.

## MACKENZIE HEALTH

Together with other participating organizations, Mackenzie Health is committed to taking action to achieve the vision of the Charter in our organization and in the community.

We will accomplish this by overseeing the operations, dissemination and sustainability of the Inclusion & Diversity Program ("Program") at Mackenzie Health. We will ensure the progression and success of the Program across the organization through the following four key drivers outlined below. These drivers will guide our work and address the barriers that affect Mackenzie Health's community, practices and services ensuring everyone is provided with the support needed to succeed in recognition of diversity.

**Accountable Practices** - With the leaders and mentors of our organization, Mackenzie Health will ensure there are resources, timelines and commitments in place to support our mission. Our priority will be on promoting shared responsibility for the impact and effectiveness of the Inclusion and Diversity Program.

**Respect & Celebrate** - We will bring awareness, knowledge, and respect for diversity, equity and inclusion to Mackenzie Health through inspiring pride and fostering growth. Training and educational opportunities will ensure an encompassing workplace for our staff, physicians and volunteers, and a place of great care and compassion for our patients and their families.

**Equitable Access** - Mackenzie Health is committed to removing barriers that create inequity for those who come here. We will foster communication to ensure members of the community receive the resources they need and provide the ability to give feedback on the program.

**Partnerships** - We will form and maintain partnerships within Mackenzie Health and our community that strengthen our Inclusion and Diversity Program. This could include forming partnerships with departments, councils and programs within Mackenzie Health to make changes across the organization or connecting with external organizations and people in the community to promote innovation, growth and knowledge sharing.

With these four drivers and motivators, everyone will benefit from the resources and contribute to making Mackenzie Health an inclusive and safe place.

Endorsed by:

**Altaf Stationwala**  
President and CEO

**Stav D'Andrea**  
Vice President, People Services and  
Chief Human Resources Officer

This 5<sup>th</sup> day of February, 2019.

