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.

THE REGIONAL MUNICIPALITY OF YORK

Together with other participating organizations, The Regional Municipality of York is committed to taking action to achieve the vision of the Charter in our organization and in the community. The Region celebrates its growing and diverse population as a source of strength, vitality and economic opportunity. The Region’s commitment to inclusion enhances our ongoing work to attract and retain the best talent, promote innovation and provide an excellent customer experience.

Endorsed by: _______________________________  _______________________________
Wayne Emmerson  Bruce Macgregor
Chair and CEO  Chief Administrative Officer

This 28th day of June, 2018.
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.

MARKHAM STOUFFVILLE HOSPITAL

Together with other participating organizations, Markham Stouffville Hospital (MSH) is committed to taking action to achieve the vision of the Charter in our organization and in the community. At MSH, it is our vision that every person feels respected and welcomed when they come through our doors, whether they are MSH employees, physicians, volunteers, vendors/contractors, patients or community members. We want them to feel at home and see themselves as partners in their care. We strive to achieve an outstanding patient experience and know it requires a deep understanding of every individual’s unique needs. Our focus on inclusion celebrates the diversity of our community and our staff. We are committed to creating an inclusive organization that attracts and retains the best talent, promotes innovation and provides exceptional service to all the patients we are honoured to serve.

Endorsed by:  

Jo-anne Marr  
CEO and President  

Thomas Barlow  
Board Chair

This 29th day of March, 2018.
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.

TORONTO AND REGION CONSERVATION AUTHORITY

Together with other participating organizations, Toronto and Region Conservation Authority (TRCA) is committed to taking action to achieve the vision of the Charter in our organization and in the community.

The Charter supports TRCA’s vision to promote an inclusive community that is welcoming of all people and will be accomplished through an inclusion action plan. TRCA celebrates the growing and diverse population that resides within our watersheds as a source of strength, vitality and opportunity and is committed to creating an inclusive organization that attracts and retains the best talent, promotes innovation and provides an excellent customer experience.

Endorsed by:

Maria Augimeri
Chair

John MacKenzie
CEO

This 25th day of May, 2018.
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.

LAKE SIMCOE REGION CONSERVATION AUTHORITY

Together with other participating organizations, the Lake Simcoe Region Conservation Authority is committed to taking action to achieve the vision of the Charter in our organization and the community. We are committed to an inclusive workplace that values, respects and embraces diversity and equity so everyone can achieve their full potential. By cultivating and celebrating diversity and inclusion, our organization will be better positioned to ensure programs and services meet the varied needs of our growing watershed population. Together with our communities we can achieve our vision of a thriving environment that inspires and sustains us for generations to come.

Endorsed by:

Michael Walters
Chief Administrative Officer

Mayor Geoffrey Dawe
Chair

This 22nd day of June, 2018.
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.

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UNITED WAY GREATER TORONTO

United Way Greater Toronto (UWGT) is committed to fighting local poverty in Peel, Toronto and York Region. We promote conditions where individuals feel they belong and can contribute to community life, free from discrimination and barriers to equitable access and participation due to race, culture, age, gender, sexual orientation, differing abilities, social perspectives, values and beliefs. Diversity of our staff and the organizations we work with enrich and strengthen us in our mission. UWGT prohibits discrimination in accordance with legislation and codes, and principles of social justice.

Endorsed by:  

Daniele Zanotti  
President and CEO

This 25th day of June, 2018.
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.

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THE TOWNSHIP OF KING

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

The Charter supports King’s vision to be a safe, inclusive, welcoming and complete community of communities that embraces diversity. Residents of King experience a true sense of belonging and participate freely in cultural activities and civic issues.

The Township of King is committed to creating an inclusive and respectful organization that provides high quality programs and services, superior customer service, progressive leadership and responsible management.

Endorsed by:  

Steve Pellegrini  
Mayor

Kathryn Moyle  
Township Clerk

This 25th day of June, 2018.
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.

THE CITY OF MARKHAM

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

- We support every person’s right to be treated in a respectful, dignified and equitable manner
- We embrace diverse perspectives and constructive conversations
- Markham will proactively address discrimination to foster a cohesive community where people feel welcome and encouraged to contribute
- We believe it is essential to continue to learn about and value differences

Markham will continue to proudly promote inclusion through our Diversity Action Plan and community engagement and hold all staff accountable to provide empathetic, diverse and inclusive service.

Endorsed by:

Frank Scarpitti
Mayor

Andy Taylor
Chief Administrative Officer

This 12th day of September, 2018.
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.

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THE TOWN OF RICHMOND HILL

Together with other participating organizations, The Town of Richmond Hill is committed to taking action to achieve the vision of the Charter in our organization and in the community.

Richmond Hill celebrates its growing and diverse population and staff as a source of strength and vitality. The Charter supports the Town’s commitment to inclusion and enhances our ongoing work to attract and retain the best talent, promote innovation and provide an excellent service experience. Richmond Hill’s dedication to inclusion enhances its vision to be a place where people come together to build their community.

Endorsed by:

Dave Barrow
Mayor

Neil Garbe
Chief Administrative Officer

This 24th day of September, 2018.
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.

YORK REGIONAL POLICE SERVICES BOARD

Together with other participating organizations, the York Regional Police Services Board is committed to taking action to achieve the vision of the Charter in our organization and in the community. The Board celebrates York Region’s growing and diverse population as a source of strength, vitality and economic opportunity. The Board’s commitment to inclusion enhances our ongoing work to attract and retain the best talent, promote innovation and provide an excellent customer experience.

Endorsed by:  
Chair Virginia Hackson  
The Regional Municipality of York Police Services Board  
Eric Jolliffe, O.O.M., BA, MA, CMM III  
Chief of Police  
York Regional Police

This 26th day of September, 2018.
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.

SOUTHLAKE REGIONAL HEALTH CENTRE

Southlake Regional Health Centre is committed to creating an environment where the best experiences happen.

We strive to provide an environment that treats everyone with dignity and respect without regard to race, gender, age, national origin, ethnic background, disability, religion, culture, sexual orientation or gender identity and/or expression.

This commitment is aligned with Southlake’s strategic goals and objectives, the Code of Conduct and the Ontario Human Rights Code.

In addition to complying with applicable laws, Southlake will:

• Provide leadership and accountability in the area of Diversity & Inclusion.
• Recognize and support Diversity & Inclusion as a critical component of patient-centred care.
• Ensure that Diversity & Inclusion is reflected and considered throughout all aspects and levels of the organization.
• Provide an environment that is supportive, accessible, welcoming, safe and free of harassment and discrimination for all our stakeholders.

Endorsed by:

Arden Krystal
President and CEO

Annette Jones
Vice President, Patient Experience and Chief Nursing Officer

This 10th day of October, 2018.
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.

THE TOWN OF GEORGINA

Together with other participating organizations, the Town of Georgina is committed to taking action to achieve the vision of the Charter in our organization and in our community. The Charter supports Georgina’s vision to be a progressive municipality that is dedicated to providing exceptional services and programs to everyone who lives, works, and plays here. The Charter also upholds Georgina’s dedication to create welcoming neighbourhoods that promote the principles of diversity, equity, and inclusion.

Endorsed by:

Margaret Quirk
Mayor

John Espinosa
Clerk

This 28th day of November, 2018.
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.

YORK REGION DISTRICT SCHOOL BOARD

Together with other participating organizations, York Region District School Board (YRDSB) is committed to taking action to achieve the Charter’s vision in our organization and community we serve. The Charter reflects the YRDSB commitments to student achievement, well-being, excellence in equity, inclusive leadership and building collaborative relationships. YRDSB is committed to ensuring an equitable and inclusive learning and working environment that upholds and reflects the Seven Guiding Principles of Ontario’s Equity and Inclusive Education Strategy and the eight focus areas for equity and inclusive education within the Policy and Program Memorandum No. 119.

Endorsed by:  
Louise Sirisko  
YRDSB Director  
Corrie McBain  
YRDSB Chair

This 12th day of June, 2018.
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.

THE TOWN OF AURORA

Together with other participating organizations, The Town of Aurora is committed to taking action to achieve the Charter’s vision in our organization and community we serve. The Charter supports The Town of Aurora’s vision to promote diverse neighbourhoods to create a vibrant community. The Town celebrates its growing and diverse population as a source of strength, vitality and economic opportunity and is committed to creating an inclusive organization that attracts and retains passionate employees, promotes innovation and provides an excellent customer experience.

Endorsed by:

Geoffrey Dawe
Mayor of Aurora

Doug Nadorozny
Chief Administrative Officer

This 2nd day of October, 2018.
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.

YORK CATHOLIC DISTRICT SCHOOL BOARD

With Jesus as our role model, York Catholic District School Board (YCDSB) is committed to taking action to achieve the vision of the Charter in our organization and in the community. The Charter supports YCDSB’s commitment to provide in its operations, a faith-filled learning and working environment by developing a foundation and framework to meet individual needs, identify and eliminate barriers, promote a sense of belonging, engage community members, build on and enhance initiatives and incorporate the principles of equity and inclusion as defined within our Gospel Values and Ontario’s Equity and Inclusive Education Strategy.

Endorsed by:

Elizabeth Crowe
YCDSB Chair

Ab Falconi
YCDSB Director of Education

This 19th day of June, 2018.
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.

YORK REGION CHILDREN’S AID SOCIETY

York Region Children’s Aid Society (YRCAS) is committed to supporting the vision of the Inclusion Charter for York Region. YRCAS strives to be a diverse, equitable, and inclusive organization based on mutual respect for the dignity of every person’s individual identity. YRCAS aims to advance and sustain an inclusive work environment to promote service excellence, integrity and accountability, meaningful employment, and strong community partnerships locally, regionally, and provincially.

Endorsed by:  

Nancy French  
Chief Executive Officer

This 4th day of September, 2018.
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.

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The Town of East Gwillimbury

The Town of East Gwillimbury, together with our partner organizations, is committed to creating an accessible and inclusive municipality. East Gwillimbury is proud to be a strong livable community and by working together we will continue to build a balanced tomorrow that celebrates inclusion.

The Town is committed to taking action to achieve the vision of the Inclusion Charter both within our organization and in the community.

These commitments will be part of the Town’s foundation, where we ensure that we have a strong and inclusive staff team which fosters the creation of programs and services that meet the changing needs of our community and ensures an environment of customer service excellence for all residents.

Endorsed by:  

Virginia Hackson  
Mayor

Thomas R. Webster  
Chief Administrative Officer

This 5th day of March, 2019.
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.

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THE TOWN OF NEWMARKET

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

The Town of Newmarket commits to nurturing and embracing diversity in creating an environment for extraordinary public service. The Town promotes equity, accessibility, and inclusion through our thoughts and actions in support of our growing community. This Charter positions us to build our community together by inspiring personal, social, and economic development aligned with our core values: Courage & Creativity; Accountability & Accessibility; Respect & Integrity; and Excellence.

Endorsed by:

John Taylor  
Mayor

Jag Sharma  
Chief Administrative Officer

This 2nd day of April, 2019.
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.

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THE TOWN OF WHITCHURCH-STOUFFVILLE

Together with other participating organizations, the Town of Whitchurch-Stouffville is committed to taking action to achieve the vision of the Charter in our organization and in the community.

The Town of Whitchurch-Stouffville celebrates its growing and diverse population as a source of strength and vitality. We are committed to offering high-quality services that focus on inclusion of all who work, live, and play here, by implementing processes and programs that address the needs of our diverse and vibrant community and promote participation in our community life.

We celebrate our inclusive and respectful workplace where employee diversity is embraced, and our dedicated employees are proudly committed to providing exceptional customer service when responding to the needs of our public.

Endorsed by:

Iain Lovatt
Mayor

Roman Martiuk
Chief Administrative Officer

This 16th day of April, 2019.
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:

Alt af Stationwala  
President and CEO  

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

This 5th day of February, 2019.
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.

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THE CITY OF VAUGHAN

Together with other participating organizations, the City of Vaughan is committed to taking action to achieve the vision of the Charter in our organization and in the community. Vaughan is a vibrant and inclusive multicultural city with a deep respect and appreciation for the multitude of the cultures, creeds and faiths that thrive here.

The City of Vaughan is committed to Service Excellence and will continue to ensure the safety and well-being of all citizens through Mayor and Council approved priorities that promote active, safe and diverse communities we serve.

The City strives to foster a culture that is inclusive and respectful where all citizens, employees, businesses and visitors are valued.

The City is proud to have diverse communities and values the significant contributions they make to the cultural, economic and social achievements of our wonderful civic life. Our citizens speak more than 100 languages and come from all over the world for a promising future in our world-class city.

The City of Vaughan will continue to embrace human differences through its commitment to fostering equality, inclusiveness, respect and acceptance for everyone.

Endorsed by:  

Hon. Maurizio Bevilacqua, P.C.  
Mayor

Tim Simmonds  
Interim City Manager

This ____ day of ____________ , 2019.