

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.

CENTRE FOR IMMIGRANT AND COMMUNITY SERVICES

Together with other participating organizations, Centre for Immigrant and Community Services (CICS) is committed to taking action to achieve the vision of the Charter in our organization and in the community. CICS celebrates York Region's growing and diverse population as a source of strength, vitality and economic opportunity. Our commitment to inclusion enhances our ongoing work to facilitate the settlement and integration of newcomers as contributing members of our community through our diverse, professional, and excellent customer services.

Endorsed by:

Tim Cheng
Chair, Board of Directors

Moy Wong-Tam
Executive Director

This 16th day of May, 2018.



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THE CANADIAN MENTAL HEALTH ASSOCIATION

The Canadian Mental Health Association York Region and South Simcoe Branch is committed to improving the mental health and well-being of those we serve and our communities. We value cultural competency as a critical element in providing the best service and work experience. We foster diversity and inclusion grounded in anti-racism and anti-oppression practices using a harm reduction and trauma informed lens.

- We demonstrate respect for each other, those we serve and their families and caregivers, through partnership, accountability and action.
- We build community by nurturing inclusivity with the belief that diversity is our strength, drives innovation and creates the conditions for better mental health.
- We commit to action to ensure everyone's right to belong by embracing our individuality and identities and by valuing each persons' unique strength and contributions.

Endorsed by:

Monica Gaudry
President of the Board

Rebecca Shields
CEO, Canadian Mental Health Association
York Region Branch

This 29th day of October, 2018.



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JOB SKILLS

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

Job Skills commits to creating an open, inclusive and supportive environment for all Clients, Partners, Volunteers and Staff, where every person has the right to be treated in a respectful, equal, dignified and equitable manner. We pledge to respect and welcome the unique characteristics and perspectives that make each individual who they are. We are dedicated to providing meaningful and equitable opportunities for Volunteers and Staff. We will ensure all Clients and Partners have full and equal access to our Programs and Services and feel welcome to participate. Job Skills celebrates and values differences and believes that diversity and inclusion is the key to service delivery excellence and achieving our mission of creating a more vibrant community.

Job Skills – Diverse and Inclusive to All

Endorsed by:

Nella Iasci
Executive Director

Wayne Thiessen
Chairperson

This 4th day of December, 2018.



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The WORKFORCE PLANNING BOARD OF YORK REGION

Together with other participating organizations, The Workforce Planning Board 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 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: 
Patricia Cousins, Co-Chair


Douglas Dutton, Co-Chair

This 12th day of September 2018.

