

CBC PNA POLICY

DIVERSITY & INCLUSION

The CBC PNA is committed to a diverse and inclusive environment where all members, whether in leadership roles, staff, volunteers, or general members, feel respected and valued regardless of gender, age, race, ethnicity, national origin, sexual orientation or identity, disability, education, language, geography, or any other bias.

The CBC PNA is committed to being non-discriminatory and to providing fair and equitable opportunities for running for elected office, volunteering, employment, and advancement in any area of our work.

The CBC PNA is committed to modeling diversity and inclusion in all its activities and communications, and to maintaining fair and equitable treatment for all.

We as members respect the value that diverse life experiences bring to the CBC PNA, and we commit to listening and considering views that may be contrary to our own.

The CBC PNA sets the following goals to establish and maintain diversity and inclusion within the organization:

- We will identify and address inequities in our policies, programs, and services.
- We will update and document progress on our diversity and inclusion practices.
- We will advocate against systemic inequities at all levels of the CBC PNA and address such inequities according to this policy and in accordance with our Mission, Vision and Values.
- We will dedicate time and resources to expanding greater diversity within our leadership positions at all levels of the organization.
- We commit to leading with respect and tolerance.

The CBC PNA will promote diversity and inclusion by:

- Creating new learning and awareness opportunities and transparent policies to develop an understanding and appreciation of the importance of diversity and inclusion throughout our organization.
- Taking specific action to improve diversity in leadership positions.

- Identifying resources for our underrepresented constituents by consulting other organizations that are also committed to efforts for diversity and inclusion.
- Developing internal resources that demonstrate our commitment to diversity and inclusion.
- Advocating for public policies that promote diversity and inclusion.
- Challenging systems and policies, both internally and externally, that promote or entrench discrimination on the basis of any of the prohibited grounds under Canadian Human Rights law.