



Equity, Diversity and Inclusion Policy

Intent

Freshwater Conservation Canada believes that equity, diversity, and inclusion go hand in hand. By leveraging the opportunities of a diverse workforce, including staff and volunteers, we can work to identify and address possible systemic barriers embedded within policies and practices that inadvertently exclude individuals. Through the implementation of this policy, we aim to embrace equity, diversity, and inclusion, and recognize that different backgrounds, strengths, and perspectives will continue to make the organization stronger and ensure that our leadership, team, and workplace reflects and respects the diverse communities in which we work.

The main objective of this policy is to define and support a caring and inclusive culture in the organization to foster creativity and openness, invite different backgrounds, strengths and perspectives, embrace other's ideas and contributions, and as a result, make the organization more relevant and valuable to members, supporters and partners.

Application

This policy applies to all employees, board members and members of Freshwater Conservation Canada, including full-time, part-time, and temporary employees, contractors, internships, co-op placements, and all members of Freshwater Conservation Canada's Board of Directors, in their respective roles, duties, decision-making and conduct. All other Freshwater Conservation Canada policies should be interpreted and applied in keeping with the principles of this policy, including areas such as recruitment, hiring, employment benefits, accommodation, work assignments, promotional opportunities, compensation, volunteer events, opportunities and communications. The application of this policy and its success depend on the commitment and effort of every member of the Freshwater Conservation Canada team. This includes not engaging in, allowing, condoning, or ignoring behaviour that violates this policy and therefore the values of the organization. No personal reason or conviction shall exempt any individual from their duty to adhere to this policy.

Definitions

Equity: The adjustment of the distribution of resources to address imbalances and injustices, to facilitate equal opportunities, equitable approaches and outcomes for all individuals.

Diversity: the range of human differences, including but not limited to race, ancestry, place of origin, citizenship, gender, gender identity, sexual orientation, age, social class, physical ability or attributes, religious or ethical values system, mental ability, education, and political beliefs.

Inclusion: the act of creating environments and spaces in which any individual or group feels welcomed, valued, respected, supported and can fully participate. An inclusive and welcoming climate embraces differences and offers respect in words and actions for all people.

Guidelines

1. Freshwater Conservation Canada commits to fostering an environment that:

- Embraces equity, diversity, and inclusion by taking progressive action to remove historical, social, and systemic barriers to engagement with the organization through volunteering, membership and/or employment;
- Evaluates individual and group performance on the basis of observable and measurable behaviours and competencies;
- Operates under transparent policies and procedures;
- Demonstrates consistency in our interactions with everyone;
- Creates and maintains a learning culture;
- Is a safe and open place for all employees, volunteers and members to share ideas, differing views, and explore new methods;
- Provides flexible work practices to meet the differing needs of our employees;
- Accepts and embraces change; and
- Is respectful and free of bullying, discrimination, harassment, and violence.

2. Progressive Action

Freshwater Conservation Canada affirms our commitment to progressive action required to create an equal or diverse and inclusive environment in all aspects of our operations and at all levels of the organization. Freshwater Conservation Canada commits to:

- Removing barriers to being part of Freshwater Conservation Canada and the conservation movement.
- Creating a safe environment for employees, members and volunteers. Freshwater Conservation Canada will not tolerate behaviours, language, signage or clothing that does not support an inclusive and safe environment. This includes profanity, political statement, divisive statements and or threats.

- Make available an avenue for discussion or incident reporting related to non-inclusive behaviour through our whistle blower policy.
- Creating and implementing programming with equity, diversity and inclusion in mind.

3. Responsibility

All staff, board members are expected to:

- review and abide by the law and Freshwater Conservation Canada policies and values;
- participate in educational and training programs about equity, diversity and inclusion;
- assess and modify how they work and make decisions, considering how habits or practices, particularly the impact of unconscious biases, may exclude people from opportunities to contribute and participate;
- explore ways that they personally can open doors for people who have been historically underrepresented, and help Freshwater Conservation Canada become a more equal, diverse, and inclusive environment;
- help celebrate the organization's successes in achieving greater equity, diversity, and inclusion; and
- challenge the organization to do better, by bringing concerns to the attention of Human Resources,

Management and Human Resources is responsible for:

- oversight and maintenance of this policy, and is accountable to ensure that it is adhered to
- receiving, investigating and acting on complaints, concerns and reports in a timely manner

Forms and Templates

- None

Additional Resources

- None

Notes

None

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Revised Date: N/A

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