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TITLE: DIVERSITY	ORIGINAL:
APPROVAL:  BOARD CHAIR	AMENDED: JANUARY 25, 2017

A.4.1. Policy Statement

Lumacare values and commits to a culture of diversity and inclusion in all aspects of its operation, and at all levels of the Agency. Lumacare further recognizes that increasing diversity amongst residents of Toronto has added social, cultural, and economic benefits to the community. Lumacare is sensitive to the fact that oppressed and marginalized groups encounter barriers to full access and participation in the community. Lumacare strives to increase access and participation, especially for those who are marginalized, disadvantaged and oppressed.

Lumacare works to ensure there is no discrimination on the basis of, but not limited to, any of the prohibited grounds for discrimination articulated in the Ontario Human Rights Code (see Appendix I).

A.4.2. Purpose

The purpose of this policy to affirm Lumacare’s commitment to diversity and inclusion at a Board level, and to ensure Board decision making is guided and informed by that commitment.

A.4.3. Scope

This policy applies to all Lumacare Board Members, ex officio Board Members, and non-Board members of committees.

A.4.4. Procedure

Lumacare encourages individuals to participate fully and have complete access to its services, employment, governance structures, and volunteer opportunities. Board Members will make every effort to ensure that Lumacare’s structure, policy and systems reflect all aspects of the total community and promote equal access to all.

Lumacare Board Members strive to ensure that:

- Discriminatory behavior is not tolerated;
- Individuals who engage with Lumacare for services are valued participants who have opportunities to shape and evaluate our programs;

- Community programs are developed and delivered to ensure access to individuals in marginalized communities and are sensitive to the needs of diverse groups;
- Programs are delivered in such a way that systemic barriers to full participation and access are eliminated and so that positive relations and attitudinal change toward marginalized groups are promoted;
- Services are promoted with sensitivity to the influence of power and privilege in all relationships, and are delivered in keeping with anti-oppression principles, and;
- Communication materials promote a positive and balanced portrayal of people's diverse experiences.

A.4.5 Related Policies

A.1. Code of Conduct

A.4.6. References

Ontario Human Rights Code (2012)

A.4.7. Appendix

Appendix I: Ontario Human Rights Code Prohibited Grounds

Appendix I: Prohibited Grounds for Discrimination

The Ontario Human Rights Code prohibits discrimination on the following grounds:

- Race
- Colour
- Ancestry
- Creed (religion)
- Place of Origin
- Ethnic Origin
- Citizenship
- Sex (including pregnancy, gender identity)
- Sexual Orientation
- Age
- Marital Status
- Family Status
- Disability
- Receipt of Public Assistance

Reference

Ontario Human Rights Commission (2012)

