

Equity, Diversity and Inclusion Policy

Purpose

Vantage Point is committed to building and fostering an inclusive workplace which embeds diversity, equity and inclusion into all aspects of our work. This includes enhancing accessibility and diversity within our organization, promoting workplace inclusion and building a culture of belonging.

Vantage Point recognizes that accountability is integral in achieving an inclusive community where internally our workplace community can achieve their fullest potential, while externally, non-profits can also achieve their fullest potential. The implementation of this policy provides clarity on how the organization will foster a culture where diverse identities, perspectives, and experiences are valued, while also acknowledging that systemic barriers exist and how those will be addressed to support all individuals including board, staff, volunteers and community members.

Policy

Vantage Point promotes diversity, equity and inclusion by committing to equitable and inclusive practices that span across all aspects of our work. This includes improving governance & leadership practices, strategic planning, policy development, programming, community partnerships and internal people practices. We promote diversity in recruitment of Board, staff and volunteers. We offer development support for Board, staff and volunteers. Please refer to the People Policies (Diversity and Inclusion), for specifics on Vantage Point's commitment to operating as an Equal Opportunity Employer.

Building an inclusive workplace and community is the responsibility of each team member. This includes board, staff, volunteers and community members. In particular, there is a greater responsibility that lies with those in leadership positions. It is expected that everyone demonstrates personal accountability to foster equity, diversity and inclusion when working with one another and with members of the external community.

Core Principles

Vantage Point holds Equity, Diversity and Inclusions as core principles. These core principles mean:

- We build community that is diverse and inclusive.
- We value and strive for equity.
- We strive to be accessible, in our trainings and engagement practices with community
- We welcome and celebrate difference and diversity.
- We communicate with clarity and transparency and include and inform everyone affected by a project or decision.
- We assess and adjust internal policies to ensure they reflect EDI principles
- We provide feedback mechanisms to learn how we can do better
- We strive to implement decolonizing practices to support Reconciliation efforts
- We encourage collaboration to promote diversity, equity and inclusion
- We provide tools to support psychological safety
- We demonstrate our commitment to continuous learning and improvement in equity, diversity and inclusion

Definitions

Equity refers to challenging systemic imbalances addressing power dynamics.

Diversity encompasses the full spectrum of human characteristics, experiences, and identities, both apparent and non-apparent, which contribute to each person's unique value.

Social inclusion encompasses the notion of “community.” It is the essence of a safe, healthy, accessible, and welcoming organization. Social inclusion recognizes and values diversity—including neurodiversity—and emphasizes individual belonging by increasing social equality, accessibility, and the participation of diverse and equity-deserving populations. It actively works to remove barriers and create environments where everyone, regardless of ability or cognitive style, can thrive and contribute fully.

Culture is the shared beliefs, practices, and values and in addition, is shaped by one's worldview, lifestyle, language, rules about how we should behave, knowledge and

understanding of symbols. It is further influenced by generation, gender, social and economic environment.

Guidelines

1. All individuals are treated equitably, meaning that every person is provided with fair and impartial treatment without discrimination or bias and in alignment with the BC Human Rights Code.
2. Recruitment for all positions is based on role requirements, skills & experience. Representation from equity deserving communities is prioritized in alignment with the broader goals of the organization.
3. We strive to create and maintain leadership and governance structures that enable distribution of decision-making power and reflect the community's priorities.
4. Vantage Point identifies and addresses needs of its community through specific engagement strategies that support the broadening of its reach throughout all of BC.
5. Appreciation is the basis of respect. We appreciate and acknowledge each other's contributions, qualities, experiences, values, and wisdom.
6. Recognizing that equity deserving communities may have unique barriers to participation in programs, Vantage Point provides various modes of engagement and support through increased bursaries and partnerships.
7. Vantage Point strives to prevent and to provide effective procedures to respond to any language or behaviour that degrades, denigrates, labels or stereotypes persons based on their ethnic and cultural background, age, ability, sexual and/or gender identities and/or gender expression, or that incites hatred, prejudice, discrimination, or harassment on such bases.

Roles and Accountabilities

The overall responsibility for supporting and implementing this policy rests with all Vantage Point Board, staff and volunteers.

The Board is responsible for the development and maintenance of this policy. They are accountable for integrating the principles into the governance practices and procedures that are developed.

Management is responsible for ensuring that the People Policies are maintained and the principles are integrated into the ongoing programming and operations of the organization.

Board, Staff and volunteers are responsible for ensuring that they are all demonstrating the principles in their actions, words, behaviour when they are representing Vantage Point. If there are any issues that come forward that need to be addressed, they may be reported to the President of the Board who can be reached at board@thevantagepoint.ca.

Related Resources

This policy is supported by the following resources:

- Code of Conduct
- Board Consent to Act
- Volunteer Memorandum of Understanding
- Vantage Point 2024 – 2027 Strategic Plan (Stronger Together)

Monitoring

The Board will review this policy every two years, including monitoring adherence to its provisions and determining whether or not any changes or revisions are required.

Document Control

Original approved	Vantage Point Board of Directors	June 24/25
This draft	Used when a revision is brought forward for approval	<date>
Revision approved	Every two years by Board	<date>
Next scheduled review	No more than two years from the date of approval for the last revision	Spring 2027