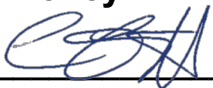


## Diversity and Inclusion Policy

APPROVED BY:

  
\_\_\_\_\_  
Executive Director

CATEGORY: Human Resources

TOPIC: LGBTQ+ Diversity and Inclusion Policy

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### POLICY:

Community Living Thunder Bay will, by committing to best practices and due diligence, strive provide a safe, inclusive space for sexually and gender diverse employees and clients.

### PURPOSE:

Diversity and inclusion are an integral part of CLTB's mandate and indeed mission more broadly. We believe that diverse team builds a powerful workplace, and endeavor to support each individual while celebrating their uniqueness. This also means providing space for accommodation where needed, and providing adequate support for those who experience diverse gender and sexual identities. As indicated by the policy, CLTB commits to:

- Ensuring gender and sexually diverse staff feel supported in the work place
- Ensuring ongoing monitoring for overall workplace inclusion practices.
- Providing a safe, healthy work environment for *all* staff members and clients.

### PRINCIPLES:

CLTB is committed to creating a space at our on and off-site locations, guided by our existing values of equality, dignity and participation. In addition to our values, CLTB is also guided by diversity and inclusion goals of:

- Increasing the diversity of our workplaces and retaining diverse talent
- Creating an inclusive work environment that values difference
- Adapting leadership strategies and behaviours that reflect our belief in the value of diversity and inclusion
- Committing to wraparound supports including follow-through/up should incidents arise

Initial: LF

**TOPIC: LGBTQ+  
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**APPLICATION AND PROCEDURE:**

We will implement actions as guided by this policy by:

- Providing ongoing training opportunities for leadership and staff that provide timely and up-to-date information around diversity and inclusion at work
- Committing to diversity through hiring strategies that include representation in the organization at all levels
- Enhancing processes that allow for diverse practices at work, including human resources support
- Regularly monitoring progress and effectiveness
- Committing to provide a safe and inclusive work environment, with strategies for thorough investigations and due diligence should incidents arise through HR reporting practices