



YOUR HEALTHY CHOICE AMBASSADOR

Effective date: Feb 21. 2023

## **Diversity, Inclusion and Equity Policy**

### **Policy Statement**

MJKO is committed to providing programs and opportunities in an equitable, diverse, and inclusive space. All participants, employees, volunteers, board members, and other stakeholders should feel respected, valued, and heard, regardless of gender, race, sexual orientation or identity, disability, age, or education. United in our diversity, we make great strides in building a strong and supportive community.

### **Definitions**

“Diversity” is the range of characteristics that make individuals unique. These characteristics include, but are not limited to, national origin, ancestry, language, race, colour, disability, ethnicity, gender, age, religion, sexual orientation, gender identity, socioeconomic status, and family structures.

“Inclusion” is creating an atmosphere that promotes a sense of belonging where everyone feels respected and valued for their uniqueness. In an inclusive environment, each person is recognized and developed, and their skills utilized. In an inclusive environment, people are valued because of, not despite, their differences so everyone can fully participate and thrive.

“Equity” is a distinct process of recognizing the differences that are inherent within individuals to achieve equality in all aspects of an individual’s life. When people are treated equitably, they are recognized for their visible and invisible differences.

“Discrimination” involves a lack of individual assessment of the unique merits, capacities, and circumstances of a person. Discrimination typically includes stereotypical assumptions based on a person’s presumed traits and has the impact of excluding persons, denying benefits, or imposing burdens.

### **Operating Principles**

The Diversity, Equity, and Inclusion Policy adheres to the Ontario Human Rights Code, the Canadian Human Rights Act, the Employment Equity Act, and the Accessibility for Ontarians with Disabilities Act. This Policy will be implemented according to the following principles:

- All participants, employees, volunteers, and board members of MJKO will be treated with dignity and respect.
- All individuals who are a part of MJKO should have access to the same opportunities to grow, excel and flourish. We will identify and address barriers, and work towards a level playing field for everyone.
- Discrimination is prohibited in the workplace and our programming as defined by human rights legislation.
- MJKO will strive to ensure that everyone feels welcome, valued, listened to, and has a sense of belonging.



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- We are committed to providing a safe and nurturing space where all participants can be themselves and still feel that they're part of a community.
- All diverse experiences and ideas of the children and youth we serve will be embraced and held in high regard.
- We will provide resources and transferable skills that are diverse and inclusive, as well as portray positive imagery that reflects the demographic of our participants.
- All positions are integral to the daily operation of MJKO and our success comes from each person being appreciated and valued for their different points of view and diverse life experiences.
- Principles of equity and inclusion are embedded in MJKO's education, training, and professional development for staff, volunteers, and board members. MJKO creates an inclusive organizational culture where diverse employees, volunteers, and board members feel valued for their knowledge and skills.
- Although we often share similar goals in achieving success through sport, we embrace the differences and uniqueness each person possesses and identifies with. We step forward to engage, comprehend, experience, and find value in a variety of perspectives.
- MJKO will make all reasonable efforts to accommodate employees in the workplace as stipulated under the Ontario Human Rights Code, the Workplace Safety and Insurance Act, the Employment Standards Act, and the Accessibility for Ontarians with Disabilities Act.
- MJKO will strive to create an environment where personal accountability and self-awareness are expected, and harassment and discrimination are not tolerated. We must also be aware of conscious and unconscious bias, and work towards ensuring a positive work environment.
- At MJKO we help build Community Champions. Not only are these champions one-of-a-kind individuals, but they also mature and achieve excellence from the impact and encouragement of a variety of peers and mentors. They, in turn, learn to become positive role models and mentors and help to create a vivacious circle of giving, learning, and accepting.

### **Review Period**

This policy shall be reviewed every 3 years by the board of directors and will be revised in light of any legislative or organizational changes.