



## DIVERSITY AND INCLUSION - COUNT US IN

Diversity and inclusion are more than just awareness or an initiative to us – they are principles. We strive for an inclusive culture that encourages, supports, reflects and celebrates the diverse voices of our employees and the communities we serve.

As we build a culture where inclusiveness is an automatic reflex, we want our board, employees, volunteers and clients to feel valued and appreciated for their diverse perspectives. As stated in our Workplace Discrimination and Harassment Policy, AS York is committed to providing a work environment in which all workers are treated with respect and dignity.

Our diversity and inclusion efforts will reflect AS York stakeholders – our board and employees/volunteers, our clients, the communities we serve and our funders/donors. Our goals will be to:

1. Promote a welcoming culture in which everyone knows that their unique characteristics, skills and experiences are respected, valued and celebrated. AS York will seek input at all levels across the organization to identify barriers and obtain recommendations to eliminate them. AS York will implement various events and offerings identified in our healthy work environment plans to continue building a welcoming culture.
2. Provide clients with access to person-centred care in a safe environment.
3. Attract and retain employees to be broadly reflective of our community through recruitment strategies.
4. Engage and develop employees in building the skills to work in an inclusive manner through resources identified in our training and education plans and as a service provider in the Ontario Health system. Training will align with Ontario Health's Equity, Inclusion, Diversity and Anti-Racism Framework.
5. Provide an inclusive environment for donors and funders, where we will seek to understand their diverse perspectives, communicate the impact of their giving, and deliver an experience that is meaningful to them.

Our dedicated efforts will result in a creative workforce and an enhanced experience for employees, clients, and all stakeholders.

As stated by Ontario Health - *A high-quality health care system starts with a culture that promotes equity and reduces disparities.*

Signed and dated at Aurora, Ontario on this 28th Day of September, 2021.

A handwritten signature in blue ink, appearing to read "Loren Freid", is written over a horizontal line.

Loren Freid  
Chief Executive Officer  
Alzheimer Society of York Region