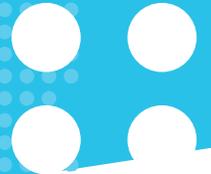




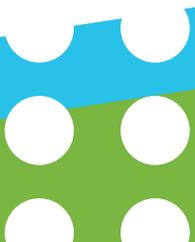
**ACGC**

ALBERTA COUNCIL FOR  
GLOBAL COOPERATION



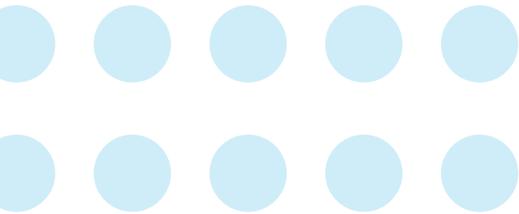
Procedures and Policy

# DIVERSITY, EQUITY & INCLUSION



Policy name: Diversity, Equity & Inclusion Procedures and Policy

Policy type: Governance



## POLICY STATEMENT

The **Alberta Council for Global Cooperation (ACGC)** is committed to working towards more diversity, equity and inclusion within its governance structures and membership and aims to promote broad representation, and the representation of minority voices, on the Board of Directors; representation that is reflective of the ACGC membership and of Alberta.

As ACGC strives for excellence as an organization, it will promote diversity, equity and inclusion and fully utilize differences in background and perspectives in its governance structures and programs. ACGC will work towards the removal or reduction of systemic barriers that have prevented diverse participation and the participation of minorities.

ACGC affirms its commitment to building a diverse, equitable and inclusive organization. This means that in all aspects of its operations, and at all levels of the organization, ACGC will work to ensure there is no discrimination on the basis of, but not limited to: ethnicity, language race, age ability, sex, sexual or gender identity, sexual orientation, family status, nationality, place of birth, generational status, political or religious affiliation or physical limitations.

ACGC is also sensitive to the fact that oppressed groups experience marginalization and encounter barriers to full access and participation in the community. ACGC seeks to increase access and participation, especially for those who are marginalized, disadvantaged or oppressed.

ACGC encourages individuals to participate fully and to have complete access to its services, employment, governance structures and volunteer opportunities. It shall make every effort to see that its structures, policies and systems reflect all aspects of the community—and to promote equal access to all.

To this end, ACGC will actively strive to fulfill the Procedures outlined in this policy.

ACGC works in accordance with all relevant legislation including the Alberta Human Rights Act.

## DEFINITIONS

**Diversity:** The presence of a wide range of human qualities and attributes within a group, organization, or society. The dimensions of diversity include, but are not limited to, ancestry, culture, ethnicity, gender, gender identity, language, physical and intellectual ability, race, religion, sex, sexual orientation, and socio-economic status.

**Inclusion:** 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 are routinely tapped in to. In an inclusive environment people are valued because of, not in spite of, their differences so everyone can fully participate and thrive.

**Equity:** A distinct process of recognizing differences that are inherent within individuals in order 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:** Usually includes not individually assessing the unique merits, capacities and circumstances of a person, instead making stereotypical assumptions based on a person's presumed traits. Discrimination has the impact of excluding persons, denying benefits or imposing burdens.

## PROCEDURES

### General Principles

It is a fundamental principle that those affected by the decisions of the Board of Directors should be represented—and should be able to influence the process. ACGC will continue to work to ensure barriers to participation on the Board are removed or reduced.

No person shall be refused membership or excluded from participation in ACGC, denied the benefits of membership, or be otherwise subjected to discrimination by ACGC, on the basis of race, national and ethnic origin, colour, religion, gender, sexual orientation, age, or mental or physical disability.

## PROCEDURES **Strategies**

The Board of Directors will work to bring a wider range of backgrounds, perspectives and information to the Board table by:

- Striving to be safe, welcoming and inclusive for diverse staff and members of the community; ensuring all are treated with dignity and respect
- Creating an inclusive organizational culture where diverse employees, members and participants feel valued for their knowledge and skills
- Striving to increase diversity in the ACGC membership which will lead to greater diversity on the Board
- Striving for diversity in all aspects of organizational governance including the choice of Board Chairperson
- Striving for province-wide representation on the Board and the inclusion of both urban and rural voices
- Striving for representation on the Board of Directors from both large and small & medium organizations
- Expanding outreach initiatives to stakeholders that will advance broader and more diverse participation in ACGC
- Striving for diversity when selecting speakers, presenters, advisors and consultants for/to the Board of Directors
- Expanding opportunities those who are marginalized, disadvantaged or oppressed participate through events, committees and other vehicles and initiatives; including at the design and planning stage without barrier to ethnicity, language, race, age ability, sex, sexual or gender identity, sexual orientation, family status, nationality, place of birth, generational status, political or religious affiliation or physical limitations
- Ensuring that decision-making processes reflect a range of styles that are suited to the issues at hand and support a diversity of perspectives
- Making an explicit commitment at each meeting—through inclusion as an agenda item—to consider decisions and discussions through the lenses of diverse perspectives and that decisions be made with consideration to the concerns of minority members and stakeholders
- ACGC will maintain a multi-year Diversity, Equity and Inclusion reflection process and report on progress annually to ensure the ongoing identification, prevention and removal of barriers. The Diversity, Equity and Inclusion policy and procedures will be informed revisited and revised regularly based on evidence and stakeholder input

## PROCEDURES **Obligations**

The Executive Committee of the Board of Directors is responsible for leading and monitoring this policy.

**Approval Date:** March 2018

**Date of Last Amendment:** 6 March 2018

**Date of Reaffirmation:** Spring 2020

**Date for Review:** Fall 2021

