



ACGC

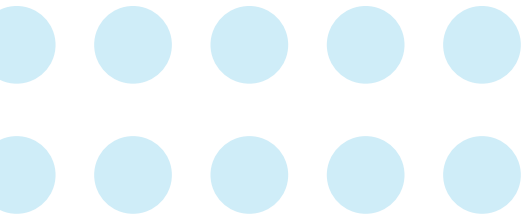
ALBERTA COUNCIL FOR
GLOBAL COOPERATION

Policy

EQUITY, DIVERSITY, INCLUSION AND ANTI-RACISM

Policy name: Equity, Diversity, Inclusion and Anti-Racism Policy

Policy type: Governance and Organizational



POLICY STATEMENT

SCOPE

This Policy provides guidance to incorporate ACGCs commitment to equity, diversity, inclusion, and anti-racism within its governance and organizational structures, including governance levels, administration, human resources, program operations, and communication.

Please note: Definitions for key terms are included in the appendix of this document.

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

CONTEXT

ACGC affirms its commitment to building an equitable, diverse, inclusive and anti-racist organization. This means that in all aspects of its governance and operations, ACGC will work to ensure there is no discrimination on the basis of any protected grounds, not limited to: race, religious beliefs, colour, gender, gender identity, gender expression, physical ability, mental ability, age, ancestry, place of origin, marital status, source of income, family status, or sexual orientation.

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

ACGC recognizes that systemic racism, power imbalances, and oppressive structures exist everywhere, including in the international cooperation sector. ACGC also understands that intersecting identities can exacerbate individuals' experiences of discrimination. ACGC will work toward the removal and reduction of systemic barriers that prevent the participation of individuals experiencing systemic discrimination.

POLICY ELEMENTS

General Principles

ACGC commits to integrate equity, diversity, inclusion, and anti-racism through its Governance structures, administration and human resources, and program operations and communications. ACGC will strive to be a safe, welcoming and inclusive environment for staff, volunteers, community members, and Board members, ensuring all are treated with dignity and respect.

It is a fundamental principle that those affected by the decisions of ACGC's Board of Directors, staff, and members should be represented—and should be able to influence the process.

No person shall be refused membership, participation, or employment or be otherwise subjected to discrimination by ACGC, on the basis of race, religious beliefs, colour, gender, gender identity, gender expression, physical ability, mental ability, age, ancestry, place of origin, marital status, source of income, family status, or sexual orientation.

Strategies

A) Governance

Objective 1: The Board of Directors will work to promote equity, diversity, inclusion, and anti-racism.

In support of this objective, ACGC will strive to:

- Ensure diversity in the ACGC membership which will lead to greater diversity on the Board
- Represent and include members experiencing systemic discrimination in all aspects of organizational governance including the choice of Board Chairperson
- Represent and include urban and rural voices on the Board of Directors
- Represent and include organizations of all sizes on the Board of Directors
- Make an explicit commitment at each meeting to ensure that decision-making processes reflect and support a diversity of perspectives, lived experiences and abilities
- Undertake a yearly reflection process on equity, diversity, inclusion,

POLICY ELEMENTS

and anti-racism and report on progress annually to ensure the ongoing identification, prevention and removal of barriers

B) Administration and Human Resources

Objective 2: ACGC will ensure its administration and human resources practices reflect diversity, equity, inclusion, and anti-racism. In support of this objective, ACGC will strive to:

In support of this objective, ACGC will strive to:

- Prioritize training for ACGC staff to enable them to bring deeper gender-transformative analysis to their work, and to integrate findings into effective programming and policy work.
- Ensure reduced barriers and inclusive systems in hiring processes for all applicants
- Ensure hiring processes are free from discrimination based on applicable protected grounds
- Engage staff and volunteers with a diversity of perspectives, lived experiences, and abilities
- Ensure reduced barriers and promote inclusion in ACGC's administrative processes for staff, volunteers, participants, partners, and members to value their diversity of perspectives, lived experiences, and abilities
- Ensure staff work with an anti-oppressive anti-racist, and inclusive lens
- Maintain an established mechanism for obtaining confidential feedback regarding organizational adherence to equity, diversity, inclusion, and anti-racism and review feedback during the Board's yearly reflection process
- Network with women's rights and gender equality organizations (Albertan, Canadian and international) to help inform the ACGC's work and realize the objectives of this policy
- Support members' analysis and advocacy efforts related to gender equality and women's empowerment
- Strengthen gender analysis to incorporate ongoing and explicit attention to women's rights and intersectional perspectives, and to realize gender transformative outcomes in the programmatic work of ACGC, its members and the broader sector. This should include ensuring that goals, objectives and activities for all programmatic

POLICY ELEMENTS

work explicitly demonstrate at a minimum a gender-sensitive approach, and ultimately a gender-transformative one

- Support organizational practices among its members that promote women's rights and contribute to greater gender equality, including those related to the prevention of and response to sexual exploitation, sexual abuse, sexual harassment, and other forms of sexual misconduct and gender-based violence
- Collaborate in work to hold the Canadian government accountable to addressing gender inequalities across all international initiatives as well as the implementation of its Feminist International Assistance Policy
- Support members in building their capacity with respect to feminist analysis in policy and program development, and monitoring and evaluation

C) Program Operations and Communications

Objective 3: ACGC will strengthen internal capacities and implement efforts related to equity, diversity, inclusion, and anti-racism into its advocacy, communications, and the design and delivery of projects and programming.

In support of this objective, ACGC will strive to:

- Pursue an organizational environment and decision-making processes that include and value varied perspectives, voices and priorities.
- Lead outreach initiatives to organizations, partners, and participants to ensure broader and more diverse participation in ACGC
- Select speakers, presenters, advisors and consultants with a diversity of perspectives, lived experiences, and abilities for ACGC's programs, events, committees, and other initiatives
- Through feedback and data collection, analyze, reflect on, and adapt the design, development and delivery of programs to ensure the ongoing identification, prevention and removal of barriers to expand opportunities for individuals experiencing systemic discrimination
- Ensure public engagement and communications practices enhance equity, diversity, inclusion, and anti-racism
- Respect the dignity, rights, and way of life of the individuals and communities portrayed in all communications

POLICY ELEMENTS

Responsibilities

The Board of Directors and Executive Director are ultimately responsible for leading and monitoring this policy.

The Board Chair is responsible for ensuring a climate conducive to upholding this policy during Board meetings and as part of overall governance.

All staff have a responsibility to work towards the realization of the goal and objectives outlined in this policy.

RELATED INFORMATION

Language

The Equity, Diversity, Inclusion and Anti-Racism Policy strives to reflect current concepts and terms, drawing from the recognized sources below. ACGC recognizes that many terms and concepts referring to identity have limitations, and are continuously evolving to better serve communities. The Equity, Diversity, Inclusion, and Anti-Racism Policy will be informed, revisited, and revised regularly based on evidence and stakeholder input and emerging needs of the affected communities.

Protected Grounds

This list of protected grounds is based on the Alberta Human Rights Act. ACGC notes that staff, volunteers and programs may take place outside of the jurisdiction of Alberta. Where differences in protected grounds exist between human rights legislation in Alberta and other applicable jurisdictions, Alberta Human Rights will serve as the minimum standard.

Related Sources

[Anti-Racism Framework, Cooperation Canada](#)

[Alberta Human Rights Act](#)

[Women's Rights and Gender Equality Policy, ACGC Code of Ethics, Cooperation Canada](#)

Approval Date: 5 May 2022

Date of Last Amendment: Fall 2021

Date of Reaffirmation: Spring 2020

Date for Review: Fall 2023



APPENDIX: DEFINITIONS

There is significant discussion around what words and concepts mean. For the purposes of this policy, key terms include:

Diversity: The presence of a wide range of perspectives and lived experiences within a group, organization, or society. The dimensions of diversity include, but are not limited to, race, religious beliefs, colour, gender, gender identity, gender expression, physical ability, mental ability, age, ancestry, place of origin, marital status, source of income, family status, or sexual orientation. [Adapted from the Alberta Human Rights Act, Alberta Human Rights Commission, 2021.]

Inclusion: Creating an atmosphere that promotes a sense of belonging where everyone is respected and valued for their uniqueness. In an inclusive environment, each person is recognized and developed, and their skills and lived experiences are routinely tapped into. In an inclusive environment, people are valued because of, not in spite of, their differences so that everyone can fully participate, contribute, and thrive.

Equity: A distinct process of recognizing systems of oppression and attempting to remove barriers for those who experience them. An equitable organization recognizes inequities and actively works to dismantle them.

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.

Anti-Racism: The deliberate struggle against racist systems of discrimination and oppression targeting Black, Indigenous, and racialized communities. [Adapted from the Anti-Racism Framework, Cooperation Canada, 2021.]

Intersectionality: A framework that recognizes the multiple aspects of identity that combine, overlap and intersect in our lives and experiences, such as class, race and gender, and that compound and exacerbate oppression and marginalization of an individual or a group. [Adapted from the definition of intersectionality in A Feminist Approach to Canada's International Assistance, Inter Pares, Action Canada for Sexual Health and Rights and Oxfam Canada, July 2016.]

Please note: Definitions from the Canadian Council for International Cooperation (CCIC)