PURSING A BETTER TOMORROW
BY ADVANCING OUR EQUITY JOURNEY

Over the past several years, and thanks to Carizon’s passionate employees, we have been on an intentional journey to ensure all members of our community are seen and valued equally. This work has not always been easy, but it has been transformational in many ways, and we continue to be fully committed to this ongoing journey, strengthening our work in pursuit of a better tomorrow for everyone in our community. Overall, we summarize our Diversity, Equity and Inclusion (DEI) approach through the following highlights.

**Learning**

Building shared language and understanding among our teams and holding space for open conversations and growth through long-term investments in formal Equity training.

- **Ontario Council of Agencies Serving Immigrants (OCASI)** Training for community services teams and leadership to effectively serve LGBTQIA+ individuals
- **Be a Better Ally: LGBTQIA+ inclusive culture training for all employees**
- **Anti-racism training for all employees with Selam Debs**
- **Anti-racism training for our Board of Directors by Kike Ojo**

**Policies & Procedures**

Rooting our work in compassion with action and upholding DEI values, we continue to implement policies, procedures, and strategies to create a more inclusive and equitable workplace and community.

- **Pay Equity:** Carizon adheres to the provincial Pay Equity Act and has met these requirements for many years
- **HR Employment Equity Census**
- **Updated Equity, Diversity and Inclusion Policy**
- **Development of Carizon’s Equity statement**
- **Investment in an Equity leader role**
- **Anti-Equity Incident Response Policy**

**Partnerships & Participation**

“If you want to go fast, go alone; if you want to go far, go together,” describes our approach and collaboration with other organizations and equity advocates. Here are some of the community groups and partnerships that Carizon has been a part of to advance equity.

- **WRDSB Equity committee**
- **Solidarity Alliance Member**
- **WREC (Waterloo Region Equity Consortium)**
- **CMHO Equity Community of Practice**
- **Facilities partnership with Muslim Social Services**
- **Anti-Racism Fundraising Group**
- **Partnership with the Diversity Institute (DI)**
- **To continue advancing our Equity journey, we engaged in an organizational assessment with the DI to identify and address equity gaps. Learn more on pg. 10-11**

**Employee-led Committees**

Carizon employees’ commitment and dedication to DEI work is exemplified by their formation and participation in various Equity committees that have been instrumental in advancing our Equity Journey.

- **Positive Spaces**
- **Anti-Black Racism Committee**
- **Accessibility and Barrier-Free**
- **Truth and Reconciliation Together**
- **Proudly display Pride flag at all Carizon sites**
- **Launched gender neutral bathrooms**
- **Implemented software to access interpretation services in over 240 languages in minutes**
- **Multi-language website**
- **Launched Newcomer Mental Health Program**

**Accessibility & Belonging**

Creating a safe space with a sense of acceptance, support, and social bonding where every individual feels welcome and valued.

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