

## **Diversity, Equity and Inclusion Statement**

Creating an effective, just, and humane response to confronting crime requires a diverse, equitable and inclusive organization and approach to effect change.

**Diversity** means the presence of differences and the variety of perspectives that enrich the organization. The term represents a broad range of experiences, including race, ethnicity, religion, disability, sex, gender identity or expression, sexual orientation, age, and socio-economic situations.

**Equity** is about the fair, just, and respectful treatment of all people in order to ensure equal access to opportunities and benefits. It acknowledges that differential treatment and resource redistribution are required to achieve equality in policy, process and outcomes.

**Inclusion** is about fostering an environment where all people feel welcome and a sense of belonging. It requires an active and continuous process to address inequities in power and privilege to build a respectful and diverse community where everyone can flourish.

### **Goals**

We are all responsible for confronting individual and institutional bias and inequities that persist in our organization, the criminal justice system and throughout our society. Our goal is to remove barriers and promote access, opportunity, and an environment where everyone feels safe and heard.

### **To achieve these goals, we commit to:**

- Ongoing equity, diversity and inclusion training for Board and staff
- Ensuring that operational and human resources policies and practices reflect evolving environments and best practices
- Striving for our Board and staff to reflect Prince Edward Island's diversity so we can effectively serve our communities and further enrich our organization
- Listening to and actively seeking out feedback from the Board, staff, clients and community to continuously improve policies, procedures and our work
- Highlighting and responding to systemic discrimination in the social and criminal justice systems
- Sharing best practices that can lead to improvements in the social and criminal justice systems
- Framing our communications through an equity, diversity and inclusion lens
- Seeking funding for initiatives that support equity, diversity and inclusion in our organization and the criminal and social justice systems
- Seeking opportunities to collaborate/partner with organizations that represent equity-seeking groups
- Ensuring that diverse voices are included and amplified in all aspects of our work

We are dedicated to creating an organization that is equitable, diverse, and inclusive, and we commit to the effort and care it takes to achieve this vision.

*Approved December 4, 2023*