

IACP Policy on Enhancing Diversity and Inclusion

PURPOSE:

The purpose of this Policy is to set out IACP's commitment to, and strategy for, establishing and maintaining a diverse and inclusive organization, particularly for those who have been historically excluded from, and under-represented in, Collaborative Practice and membership in IACP.

Those historically excluded, and under-represented in Collaborative Practice include individuals who are identified by grounds under human rights legislation, such as: Indigenous peoples; people with disabilities; individuals from racialized groups; people of diverse faiths and creeds; LGBTQI; and those who have been marginalized due to socio/economic status.

LEADERSHIP COMMITMENT TO DIVERSITY AND INCLUSION:

IACP recognizes there are many causes for the under-representation of some of these groups among our members and their clients, including institutional racism, sexism, homophobia and other forms of discrimination throughout society, as well as implicit bias and barriers to inclusion within and outside our organization. We commit to developing, implementing, and maintaining best practices and strategies to enhance inclusion, equity, diversity and accessibility at IACP.

The leadership at IACP will demonstrate their commitment to promoting and advancing diversity and inclusion by:

- Establishing and maintaining a dedicated committee, presently the **Equity and Inclusion Committee** comprised of at least one Board member and volunteers from the community. The committee will oversee diversity and inclusion efforts at all levels, and ensure that diversity and inclusion is integrated into all initiatives and aspects of IACP by acting as consultants to the Board of Directors and all committees

- All major policies and foundational program materials, such as the S&E, Intro training curriculum, bylaws, employment and hiring policies, etc., will be sent to the E&I committee for comment before being finalized
- Dedicating **adequate resources** to meet our diversity and inclusion goals such as ensuring an annual budget for Forum scholarships, Board and staff training
- Foster leadership from previously unrepresented groups in our communities
- Encouraging **diversity and inclusion education/training** on: discrimination and harassment; “unconscious bias,” stereotyping, privilege and power differentials available to all members
- **Finding some means to measure and track** our ongoing progress to ensure that diversity and inclusion efforts are resulting in the desired, positive changes.
- **Promotional materials** – our commitment to diversity and inclusion will be set out in all promotional materials
- **Reasonable accommodations** – we will grant and respect accommodation requests for IACP sponsored trainings, webinars and Forum within ADA guidelines
- Ensure that **community leaders will be available to mentor members** and new Collaborative groups from diverse communities, and those historically under-represented until such time as mentoring can be provided by those same members who were at one time underrepresented
- Regularly review policies and programs, with input from the E&I committee and from members, to remove barriers to access by underrepresented groups