Powell River Action Centre Society

Equity, Diversity, & Inclusion

Policy – 2024

Policy Name: Equity, Diversity, and Inclusion

Policy Intent: To show the PRAC Food Bank ensures fair treatment and opportunity for all, is free from discrimination, and believes in the power of people.

The Policy:

Diversity is about differences, Equity about achieving parody in policy, process, and outcomes for historically and/or currently underrepresented and/or marginalized people and groups while allowing for diversity, and Inclusion about fostering a sense of value and empowerment.

This policy includes all persons associated with the PRAC Food Bank, whether they be employee, volunteer, or client.

Powell River Action Centre Society Food Bank is committed to diversity, equity, and inclusion in the workplace by ensuring fair treatment and opportunity for all. We believe in opportunity free from discrimination.

We believe in employee and volunteer development at all levels of the organization.

The PRAC Food Bank will monitor training programs and professional development and ensure all have equal opportunity to attend.

We believe in the power of belonging as an integral component in achieving diversity and inclusion.

The PRAC Food Bank will host an annual Employee Appreciation Day. Details will be at the discretion of the current Board.

We believe in the power of people; our differences, our similarities, and what we can learn from each other.

<u>Our Commitments to Equity, Diversity, and Inclusion</u>:

We are committed to using inclusive language, outlining our stance on social issues on our social media platform, and promoting the elimination of racism, inequality, and discrimination.

We are committed to celebrating issues that feature diverse people and voices.

We are committed to following the findings and recommendations of the “Dignified Food Access Report”, commissioned through Food Banks BC, a copy of which is available at our Food Bank.