

# Diversity and Inclusion Charter of Peel



The Diversity and Inclusion Charter of Peel is a regional initiative to foster inclusiveness and equity in Peel. Developed through extensive community consultation, the Charter is a living document that supports the implementation of existing national and provincial legislation.

Peel, comprising of Brampton, Caledon and Mississauga, is amongst the most diverse, fast growing and rapidly changing regions in Canada. This diversity can create both challenges and opportunities. The Charter's goal is to ensure the full inclusion of all who live, work and play in Peel.

Residents, communities, organizations and governments in Peel seek to cooperatively create change and to strive for the achievement of this Charter's unified vision.

**DIVERSITY** is the presence of a wide range of human qualities and attributes, both visible and invisible, within a group, organization or society.

**EQUITY** is a condition or a state of fair, inclusive and respectful treatment that recognizes and acknowledges the accommodation of differing needs and expectations. Equity acknowledges the fact that equal treatment does not always yield equal results.

**INCLUSION** is creating an environment where people have both the feeling and reality of belonging and are able to achieve their full potential.

## VISION

An inclusive Peel Region that values, respects and embraces diversity and equity so that everyone can achieve their full potential.

## COMMITMENTS

To realize this vision, individuals and organizations endorsing the Diversity and Inclusion Charter of Peel commit to:

- Integrating the values of equity and inclusion into personal lives, work, relationships and participation as residents
- Supporting vibrant neighbourhoods where diverse people come together as communities
- Ensuring equitable and inclusive behaviours, practices, policies, with regular review
- Enabling full participation and engagement by all through equitable access to information, services, opportunities
- Providing ongoing learning that facilitates equity and inclusion at individual, organizational and community levels
- Creating safer spaces that foster mutual understanding, respect and growth
- Supporting inclusive leaders and change champions
- Dedicating resources, including people, time and/or money, to equity and inclusion
- Building transparent and accountable relationships and systems
- Partnering and collaborating to support and build equity and inclusion
- Recognizing individuals and organizations implementing best practices in equity and inclusion
- Recognizing and celebrating Peel Region's rich diversity.

Endorsed by: \_\_\_\_\_

Name: \_\_\_\_\_ Date: \_\_\_\_\_