



November 2021

EQUITY, DIVERSITY AND INCLUSION

LLLC recognizes the dignity and worth of every person and is committed to ensuring that all those who access LLLC services, events and volunteer opportunities are welcomed and supported.

LLLC will continuously work to increase equity and diversity throughout all levels of the organization. Diversity shall include age, creed (religion), sex, sexual orientation, gender identity, gender expression, family status, marital status, disability (including mental, physical, developmental or learning disabilities), race, ancestry, place of origin, ethnic origin, citizenship, colour, socio-economic status, political views, association or relationship with a person identified by one of the above grounds or perception that one of the above grounds applies.

LLLC will actively seek to reach and support a broader diversity of group parents, Leader Applicants, Leaders, staff, administrators and Board Directors that is more reflective of Canada's population. LLLC will undertake to reduce barriers and increase access by diverse groups to LLLC meetings, events and communications. Program and service evaluations will include monitoring for discriminatory practices and outcomes.

LLLC shall seek to ensure that all of its communications reflect the diverse identities and experiences of the target audience and respect the dignity and worth of all persons. LLLC shall facilitate access to diverse images and content for Leaders and provide guidance in their use.

A statement regarding this *LLLC Equity, Diversity and Inclusion* policy and a point of contact for concerns or questions will be included in all major LLLC publications, including the website. All those submitting a concern or incident for review will receive a written response from the LLLC Board of Directors within 30 days.

Every Leader has the obligation to report any incidents or concerns of harassment or discrimination, that they have witnessed or that have been reported to them, directly to their Area Coordinator of Leaders (ACL) and LLLC Board of Directors within 3 calendar days. A written record of the incident or concern will be kept by the person receiving the report, even if the situation is resolved. All reports will be made to the full Board at the next Board meeting or earlier as needed.

(May 2018; November 2021)