

Policy Name and Number:	1.1 EQUITY & INCLUSION
Date last reviewed:	12.10.14
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Approved by:	Kristin Condon, Psy.D.

Shared Vision Psychological Services affirms its commitment to building a working community which is equitable and inclusive. This means that in all aspects of its operations and at all levels of the organization, SVPS works to ensure that there is no discrimination on the basis of, but not limited to, ethnicity, language, race, age, ability, sex, sexual or gender identity, sexual orientation, family status, income, immigrant or refugee status(1), nationality, place of birth, generational status(2), political or religious affiliation.

1. SVPS recognizes that barriers to employment and services may exist due to immigration or refugee status based on legislation and/or contractual funding obligations;
2. Generational status is intended to protect individuals with citizenship who are first, second or third generation immigrants from discrimination.

SVPS encourages individuals to participate fully and to have complete access to its services, employment, governance structures (board of directors, committees of the board and any board working groups that may be convened) and volunteer opportunities. It shall make every effort to see that its structure, policies and systems reflect all aspects of the total community and to promote equal access to all. To this end, SVPS strives to ensure that:

- Discriminatory or oppressive behaviors are not tolerated;
- Individuals who engage with SVPS services are valued participants who have opportunities to shape and evaluate our programs;
- Community programs and services are developed and delivered in inclusive ways to individuals in marginalized communities and are sensitive to the needs of diverse groups;
- Programs are delivered in such a way that systemic barriers to full participation and access are eliminated and so that positive relations and attitudinal change towards marginalized groups are promoted;
- Services are provided with sensitivity to the influence of power and privilege in all relationships, including service relationships, and are delivered in keeping with anti-oppression principles;
- Communication materials present a positive and balanced portrayal of people's diverse experiences.

This policy is intended to act as a positive force for equity in our working community.

Scope

This policy applies to all SVPS clients, employees, volunteers and students.

Procedures

1. SVPS has and will continue to work to embed the principles detailed in this policy within all relevant policies and procedures to ensure that equity and inclusion guides SVPS in all of its endeavors.
2. In pursuit of the guidelines provided by APA on multiculturalism and diversity competency, the Diversity Committee at SVPS has developed a program to address the commitment to Cultural Awareness and Knowledge of Self and Others, Education, Research, Practice, Organizational Change and Policy Development. (See Policy & Procedure Manual Appendix Q: Diversity Committee – Statement of Purpose)
3. Individuals who believe that they have experienced harassment or discrimination in an SVPS context are encouraged to use the following policies and procedures to have their concerns or complaints addressed:
 - Clients and community members may refer to the *Service User and Community Member Complaints* policy
 - Employees, volunteers and students may refer to the *Harassment and Discrimination* policy
4. SVPS staff, volunteers and students may also refer to the *Discriminatory Requests for Service* policy for guidance in addressing clients or community members who make such requests.