



Equity, Inclusion and Diversity Statement

At RC Strategies we are committed to the principles of equity, inclusion and diversity. We are committed to embracing the uniqueness of every individual and highlighting the strengths that differences provide. We will seek to support everyone to be involved in decisions which interest and impact them and to have access to desired community services to enjoy full, healthy lives.

We strive to create a culture where our team members can be the best that they can be in order to authentically contribute to the communities in which we work.

Our **goal** is to foster a diverse and inclusive environment in which all can participate, prosper, and reach their full potential, within our company and within the communities in which we work. We are committed to being proactive in engaging and working in good relation with individuals and communities in the planning, decision-making and delivery of community services. We are dedicated to learning and making a genuine effort to engage with equity seeking groups who may have historically experienced barriers to being part of these processes. As part of this work, we will participate in the important work of reconciliation and anti-racism, and recognize our responsibility to support diverse, inclusive communities that are welcoming and fair to all. We will also support initiatives and projects consistent with this goal as they may be identified.

This statement is a living document, as we recognize that our understanding will progress and change over time. We welcome the feedback and support of others in this process.



Equity is the acknowledgement that individual rights and opportunities are fundamental and not dependent on identity. It relates to the effort to understand and provide the different levels of support people need to enjoy full, healthy lives.



Inclusion is the action or state of engaging with people from various backgrounds and lived experiences to ensure their voice is valued and heard. Inclusion creates processes for authentic and empowered participation.



Diversity is the acknowledgement of all of the unique characteristics and qualities of individuals including, but not limited to, race, ethnicity, gender, sexual orientation, ability, religious beliefs, age, and socio-economic background, as well as the intersections of these identities.

What does this mean for our company?

We **act** by maintaining an Equity, Inclusion and Diversity Working Group within our company to reflect on our practices and engage with learning opportunities and community initiatives and sponsorship. We will actively work to recognize, develop and promote initiatives that align with the principles of equity, inclusion, and diversity. We will be advocates and allies in our professional and volunteer capacities, and continuously strive to improve our thinking and our approaches.

We believe that it is necessary to include the knowledge and experiences of historically marginalized groups in our work. Currently our team is less diverse than we would like it to be. Over the next three years we will strive to add more diverse voices and lived experiences to our team.

What does this mean for our engagement and research practices?

We **value** equity, inclusion and diversity because we believe all individuals and all communities should have the opportunity to participate in the planning and decision-making processes for, and use of community services. Meaningful engagement with the most diverse range of voices possible improves these processes and in turn, strengthens the resulting services.

We will use data driven processes to identify equity, inclusion and diversity challenges within the communities we work with and provide guidance on how best to respond to them.

What does this mean for the reports we write?

We **support** our clients and work to strengthen the community services sector, as part of that work we will ensure that direction is provided to clients to address disparities that are systematically associated with social advantage/disadvantage and community diversity as identified through project inputs. We believe that identifying and removing barriers to accessing services is not enough.

Our work will seek to encourage communities to proactively increase access by those who are not benefitting from community services.

What does this mean for the field in which we work?

We will use our corporate platform to **educate** and learn from our industry and clients about equity, inclusion and diversity on a project-by-project basis, as well as through sponsorship, volunteerism, publishing and speaking opportunities.