

Equity Statement

from the Catholic Children's Aid Society of Hamilton

APPROVED by Board of Directors — February 22, 2021

Statement

At the heart of the Catholic Children's Aid Society of Hamilton is a recognition of the sacredness of human life and the dignity and worth of each person. We are inspired by the rich traditions rooted in our Catholic moral and social teachings and serve in a spirit of solidarity with our church and community partners in seeking justice and peace in our society.

The Catholic Children's Aid Society of Hamilton acknowledges the historic and present impact of colonial practices, particularly for Indigenous Peoples and African-Canadians, that have contributed to the oppression of children, youth and families. We also acknowledge the impact of our own practices on maintaining systemic barriers within the organization for these communities. As an agency we must do better and be held accountable for the results and work we do.

We are committed to actively and continuously working towards cultivating a culture of inclusion, identifying and eliminating all forms of discrimination and systemic barriers, particularly for those who have suffered in the past because of race, colour, religion, place of origin, ancestry, creed, family status, marital status, citizenship, disability/differently abled, ethnicity, sex, gender identity, gender expression, sexual orientation, socioeconomic status and/or age.

Through our operationalization of our Equity Principles, we strive to honour the differences that make each person unique and are committed to equity, inclusion and empowerment for all of our staff, service recipients, stakeholders and community helping them to participate fully in decisions that impact their lives.

Equity Principles we lead by:

- We believe it is important to be better than our past to ensure our work does not create generational harm. We will embrace the unique perspectives, values, and traditions of diverse cultural communities. We will listen, learn, and engage authentically with all of our staff members and community stakeholders in a culturally responsive and safe manner.
- We will remove barriers that cause overrepresentation and create inequity of outcomes for service users, particularly for Indigenous, Black/African-Canadian, 2SLGBTQ+, Francophone, Immigrants and Newcomers communities.
- We will ensure that all leadership and decision-making at every level within the organization will be centered through a critical equity, anti-racism analysis that is informed by our Catholic values and teachings.
- We will achieve Service Excellence through acknowledging and dismantling any inequities within our service delivery framework paying specific attention to our policies, practices and programs.
- We will ensure that diverse communities are fully represented, authentically engaged through collaboration, and that the voices of children, youth and families are listened to and central to our partnerships.
- We will implement the recommendations presented through the Truth and Reconciliation Calls to Action and the One Vision One Voice Race Equity Framework.
- We will ensure that a critical analysis of data and disaggregated data will be utilized to inform all organizational systems, service provisions, programs and practices.

Our progress will be measured through the transparent sharing of all data with staff, service recipients and communities, who will hold us accountable to the aforementioned Equity Principles. The Catholic Children's Aid Society of Hamilton has embarked on an environmental scan through the implementation of an Equity Audit, which will set the direction for all our future diversity, equity and inclusion endeavours.



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