



## Diversity Statement

Our Kids Network acknowledges, respects, values and celebrates the diversity of people who make up our community and neighbourhoods. In its commitment to excellence and fairness, Our Kids Network seeks to recognize and remove barriers to full participation in all its activities. Diversity is a very broad issue and may encompass and include but is not limited to the following:

|  |                                    |
|--|------------------------------------|
| Abilities                              | Gender/identity/sexual orientation |
| Age                                    | Geographic location                |
| Citizenship/immigration/refugee status | Literacy levels                    |
| Colour                                 | Marital, parental or family status |
| Creed or religion                      | Place of origin/nationality        |
| Culture                                | Race                               |
| Educational background                 | Record of offences                 |
| Ethnic origin                          | Socio-economic status              |
| First Nation, Inuit, Métis             | Work experience                    |

This statement recognizes the First Nation, Inuit, Métis and Francophone communities as having distinct and special histories, needs, and legal rights that are constitutionally protected. Our Kids Network has an organizational commitment and desire to collaborate with First Nation, Inuit, Métis and Francophone communities in a manner that demonstrates the principles of respect, inclusion, accountability and equity. This statement is aligned with the Canadian Human Rights Act.