



WE THE BOARD OF DIRECTORS FOR ST. JOSEPH'S CARE GROUP

Are dedicated to advancing equity, diversity, and inclusion within our team and our communities.
We strive to foster inclusive and people-centred, wholistic care - addressing the needs of the
body, mind, spirit, and emotions.

Rooted in our Mission, Vision & Values, we are committed to achieving health equity for all peoples
by taking ownership and responsibility to address systemic barriers, biases and inequities.

Our Commitment to EQUITY, DIVERSITY & INCLUSION

We recognize the systemic barriers experienced by, biases towards, and inequities that exist for Anishinaabek, individuals with disabilities, racialized people, the 2SLGBTQIA+ community, and other marginalized groups. We commit to ensuring that St. Joseph's Care Group reflects the evolving diversity of our staff, volunteers, and the people we serve, acknowledging the historical oppression and social injustices endured by the Black, Indigenous, and People of Colour communities.

We are committed to creating a culture of belonging and acceptance, where both clients and employees can be true to their identities and relationships without fear of discrimination. We extend gratitude to our 2SLGBTQIA+ employees and colleagues for their invaluable contributions, recognizing that our workplace thrives with their presence. As a Catholic organization, we take responsibility for acknowledging the challenges and hardships faced by the 2SLGBTQIA+ community.

We actively prioritize equity, diversity, and inclusion efforts, emphasizing a commitment to meaningful action. The establishment of an Equity, Diversity, and Inclusion Council directly reporting to the resident & CEO is instrumental in establishing a comprehensive equity, diversity, and inclusion foundation and framework within St. Joseph's Care Group. Our equity, diversity, and inclusion journey is just beginning and signifies a long-term commitment. We will listen, learn, reflect, and take actions that perpetuate a safe environment for all cultures, abilities, and backgrounds.

As we strive to nurture individual potential, we believe strongly in the value of diverse skillsets, backgrounds, and experiences that spur innovation, strengthen teams, and improve client care. We commit to integrate equity, diversity, and inclusion into the day-to-day work that we do, fostering an organization where everyone feels respected, supported, valued, safe, and empowered to be their true selves.

**The Board of Directors of St. Joseph's Care Group steadfastly uphold our commitments until
our environments are places where everyone is treated with dignity and respect, and where all
feel safe and welcome.**