

Declaration of Commitment to the 2025-2026 Peterborough-Nogojwanong Workplace Inclusion Charter

VISION

We envision Peterborough-Nogojwanong as a place where:

- All residents feel respected, valued, and welcomed.
- Residents are supported to connect, thrive, and feel a sense of belonging in the workplace and community.
- Employers celebrate diversity and promote intercultural understanding.
- Employers uphold workers' rights and support employee engagement and development.
- Employers are leaders in creating a welcoming and inclusive community.
- Employers engage in community collaboration and transparency.
- Employers share their challenges, successes, and promising workplace inclusion practices.

PRINCIPLES

- Diversity makes our organization and community stronger, more innovative, and more prosperous.
- The community can thrive most when residents experience fair, inclusive, and unbiased workplaces.
- Everybody deserves a safe and respectful work environment.
- Employers play an important role in fostering belonging for Peterborough-Nogojwanong residents.
- Employers understand that their commitment to this work is ongoing.

ENDORSEMENT

On behalf of One City Peterborough
[Name of organization]

I/We the undersigned endorse the Peterborough-Nogojwanong Workplace Inclusion Charter.

- We commit to conducting an action plan to achieve greater diversity, equity, and inclusion in the workplace.
- We will share this commitment throughout our organization.

SIGNED & DATED

Name: Tamara Kuehne Name: BON SCOTT

Role: ACTING EXECUTIVE DIRECTOR Role: HR Manager

Signature: Tamara Kuehne Signature: B. Scott

Date: Feb 3rd, 2026 Date: Feb 3, 2026

