



Diversity, Equity, and Inclusion Statement

One City Peterborough is committed to being a leader in supporting diversity, equity, and inclusion. We value the diversity of the people and communities we serve and employ. We recognize, celebrate, and respect our differences as humans, as well as our similarities.

Our commitment to diversity includes all of the groups protected by the [Ontario Human Rights Code](#). These protected grounds include:

- Age
- Ancestry, colour, race
- Citizenship
- Ethnic origin
- Place of origin
- Creed
- Disability
- Family Status
- Marital status (including single status)
- Gender identity
- Gender expression
- Receipt of public assistance
- Record of offences
- Sex (including pregnancy and breastfeeding)
- Sexual orientation.

We recognize that individuals may belong to more than one of these groups, and have needs and experiences that reflect intersectional identities.

We also recognize that diversity can include a variety of other experiences and One City focuses on inclusion of individuals who experience homelessness, criminalization, and /or addiction. Area of residence, socio-economic status, and thoughts and belief systems are other characteristics we recognize as contributing to diversity and inclusion.

To effectively promote housing, community safety, and social inclusion in the City of Peterborough, One City believes we must engage in the full range of human experience, paying particular attention to groups who have experienced injustice or inequity - past or current - and those who have experienced exclusion or barriers in our communities.

Our **Diversity, Equity and Inclusion** statement applies to all One City activities including:

- Our visioning and operational priorities
- The communities we serve/programs we run
- Our workplace environment and employment practices
- The grants we apply for
- The organizations we partner with
- How we communicate with others
- Our relationships with donors, volunteers, people we serve, employ, and all others interested in equitable access to housing, community, and social inclusion.

Our commitment to equity, diversity, and inclusion allows us to better achieve our mission and vision by ensuring that our programs and services are responsive to individual and community needs.

We have a history of considering and valuing diversity in our work. We intend to continually improve how we apply principles of diversity, equity and inclusion to all our activities and to removing barriers to equity seeking groups. We are convinced that this improves the contributions that One City and our community partners make in advancing inclusion in our society.

References

[BoardShift Toolkit SampleDEIStatements 22AUG04 v02 FINAL.pdf](#)
[Ontario Human Rights Code](#)