

# Family and Children's Services of the Waterloo Region

## Our Commitment to an Environment Supportive of

# DIVERSITY

Diversity refers to the many different characteristics of the people who live, work, and are served in Waterloo Region. Diversity includes in its meaning differences such as our colour, the country we came from or the culture we belong to, our religion, our sexual orientation, our marital status, our age or disability.

## Declaration

The Board of Directors **declares** that Family & Children's Services of the Waterloo Region is committed to



Serving people in a manner which is knowledgeable, inclusive, and respectful of their diversity, and which is competent in its ability to respond appropriately to their needs



Creating a working environment which welcomes and encourages the open appreciation of the diversity of all who work for us and with us

## Our Values and Strategic Directions which Support Diversity

The **Values Statement** which guides the work and operations of the agency includes the following paragraphs which form the basis of our commitment to embrace diversity



every individual is a person to be valued



all people, regardless of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, gender, sexual orientation, age, marital status, same-sex partnership status, family status, disability, or record of offences should receive a respectful and inclusive response from everyone



the promotion of inclusiveness and equality in the agency is a duty of all employees, board members, foster parents, placement students, and volunteers



loving and nurturing caregivers include opposite and same sex couples, extended family members, and single adults

*Our Strategic Plan, in one of its four Strategic Directions, commits the agency to strengthening its response to an increasingly diverse community.*



December 2003

