



DIVERSITY AND INCLUSION POLICY

Dear current and future participants,

The Thunder Bay Multicultural Association values inclusivity and diversity in and outside of the office. As such, there is a zero-tolerance policy for discrimination. This includes discrimination on the basis of one's gender, sexuality, age, ability, sex, ethnicity, socio-economic status, education and religious and or spiritual beliefs. It is important to note that the zero-tolerance policy is not limited to the categories above but includes any attempt at discrimination. If any form of discrimination takes place, the Thunder Bay Multicultural Association community will take appropriate action.

DEFINITIONS

Gender Identity	How a person perceives their own gender in regard to a spectrum of their relationship with masculinity, femininity, androgyny and more. Some examples of gender identity could include: womanhood, manhood, non-binary (meaning: a person who expresses their gender outside of womanhood and manhood), gender fluid (meaning: to express one's gender physically through their expression and/or how they see themselves) and many more.
Sexuality or Attraction	Who a person is attracted to regardless of their gender identity
Ability	A person's capacity to participate in the space around mental or physical barriers
Ethnicity	Belonging to a social group with common nationality and or traditions
Socioeconomic status	How a person's finances and social location meaning their lived experience shape their view of the world
Education	Access to learning opportunities
Religious and Spiritual Beliefs	What people choose to place or not place their faith in

RESOURCES

- [Breaking through the Binary](#)
- [Ability](#)
- [Ethnicity](#)
- [Socioeconomic](#)
- [Religious and spiritual beliefs](#)

Client/Volunteer Signature

Date
