



CULTURAL DIVERSITY, INCLUSION AND COMPETENCY PLAN 2023 - 2024



Changes made from 2022 version

- General language updates (ie. Coworker=Coworker, families=family/representatives, removed significant others, etc.)
- General formatting changes (bullet points, line breaks, etc.)
- Updated that IWA may be referred to as any of the following: “IWA, Glenora Farm, or Glenora Farm community”
- Removed the term volunteers when referring to Coworkers
- Changed accomplishments to include 2021 and 2022
- The Accreditation Task Force identifies how the organization will work to achieve and monitor the effectiveness of the plan. (CARF standard 1.A.5 a-d)
- Changed timeline to reflect the annual inspections of licensed care homes to assess how safe and informed the environment is
- Clarified that all Companions and Coworkers have a working knowledge of their legal rights
- Posting of Canadian Charter of Human Rights, the Companion Rights and Responsibilities, and the Quality of Life Framework in the administration offices.
- Cited specific Glenora Farm policies when they are mentioned for the ease of the reader
- The IWA has incorporated communications-related questions in the interview process, in applications (Companion and Coworker) and during Companion and Coworker onboarding
- Outlined the training opportunities and education experiences that are provided to Companions and Coworkers increasing awareness and understanding specific to cultural diversity, age and ageism, gender and gender identity, sexual orientation, spirituality and religion, gender and social economics, language, race and ethnicity
- During the application and orientation process the Ita Wegman Association will obtain information from Companions and their family/representatives with regards to individual perspectives and preferences
- Specified that the IWA will provide Coworker training to facilitate Companion engagement with translators, or communication devices as requested.
- Specified that The Ita Wegman Association will acknowledge the diverse perspectives of all Companions, Coworkers and stakeholders
- Removed redundant goals and action items
- Specified trainings required based on CARF standard 1.A.5.b(1)-(9)



Remaining priorities from last year

- No remaining priorities identified.

INTRODUCTION

The Ita Wegman Association is continually seeking to improve the quality of life for all Companions, their families / representatives, Coworkers, and other Stakeholders. We work to achieve this goal by educating and training our Coworkers and Companions on the dynamics of growing a culturally diverse community. Through education, we will enhance our awareness, compassion, and ability to interact with others holding the space for dignity, respect, patience, and understanding. Embracing diversity in our community increases creativity, acceptance, tolerance, and innovation. It also broadens the range of knowledge, skills, and abilities of our Coworkers, Companions, Leadership team and Volunteers. Our focus on cultural competency, inclusion, and diversity will enable us to provide a culturally sensitive approach to the Companions we support, the Coworkers we employ and the stakeholders we engage with.

STATEMENT OF DIVERSITY

The Ita Wegman Association acknowledges and respects the value of a diverse community. This recognition includes gender identities, race/ethnicity, family status, age, mental/physical abilities, sexual orientation, religious beliefs, socio-economic status and occupational focus. Our mandate is to maintain an environment that is supportive of these elements by promoting inclusion within the Association and the communities we are a part of.

We commit to:

- Offering supports that respect individual and cultural differences and preferences.
- Promoting cultural awareness and understanding through education and immersive experiences.
- Reflecting the diversity of the Glenora Farm community at Companion, Coworker, leadership, and Board levels, as well as with services provided.
- No tolerance of discrimination of any kind.

PROCESS

In order to promote cultural diversity and inclusion, The Ita Wegman Association is engaged in the following activities:



- Equal Opportunity Employment initiatives for the hiring process.
- All new Coworkers must review the Cultural Diversity and Inclusion Policy as part of orientation (***ECP 31 Cultural Diversity and Inclusion***).
- During the interview process, questions regarding one's thoughts and feelings about culture, inclusion and diversity are asked of each applicant.
- In tandem with reviewing the Cultural Diversity Inclusion and Competency Plan, the IWA conducts an annual assessment of demographic information on the Companions that we support.
- Coworkers will be provided with regular training on cultural diversity, inclusion, and competency from the online training system (Relias database).
- Companions, Coworkers, and leadership will be provided the opportunity to attend educational experiences pertaining to culturally diversity and inclusion topics.
- Professional literature that relates to cultural competency and diversity is available for Companions, Coworkers, and stakeholders.
- Ita Wegman Association leadership facilitates quarterly open discussions regarding cultural competency, inclusion, and diversity between Companions, Coworkers, and stakeholders which are documented in schedules, meeting agendas and minutes.

PLAN OF ACTION

As The Ita Wegman Association continues to develop and improve our Cultural Diversity and Inclusion Plan, we will make sure that the following are always incorporated:

- Participation in cultural competency inclusion and diversity activities for all Companions and Coworkers,
- The leadership team observes the current cultural climate and encourages feedback regarding diversity, culture, and inclusion.

The goal of the Cultural Diversity Inclusion and Competency Plan is to raise the consciousness of the Association regarding culture, diversity and inclusion by recognizing the need for training, dialogue, feedback, and input from all Companions and Coworkers. It is important that all Companions and Coworkers are involved in the process of making The Ita Wegman Association a culturally aware, safe, and welcoming environment for all.

Cultural competency includes the self-examination and in depth exploration of one's own cultural background. This involves the recognition of one's biases, prejudices, and assumptions about persons with different cultural backgrounds. Without being aware of



the influence of one's own cultural or professional values, there is a risk that the Companions and Coworkers may engage in cultural imposition and hold unconscious bias. Glenora Farm is committed to creating a culturally aware, safe, and welcoming environment for all.

DEFINITIONS

Age: the length of time that a person has lived or a thing has existed.

Ageism: prejudice or discrimination on the grounds of a person's age.

Culture: the customs, arts, social institutions, and achievements of a particular nation, people, or other social group.

Gender: the male sex or the female sex, especially when considered with reference to social and cultural differences rather than biological ones, or one of a range of other identities that do not correspond to established ideas of male and female.

Gender identity: One's internal sense of being male, female, neither of those, both or another gender(s). Everyone has a gender identity. For transgender people, their sex assigned at birth and their own internal sense of gender identity are not the same. Female, woman, and girl and male, man and boy are also not necessarily linked to each other but are just common gender identities.

Language: a system of communication used by a particular country or community.

Race: each of the major groupings into which humankind is considered (in various theories or contexts) to be divided on the basis of physical characteristics or shared ancestry.

Religion: specific set of organized beliefs and practices, usually shared by a community or group.

Sexual Orientation: a person's identity in relation to the gender, or genders to which they are sexually attracted; the fact of being heterosexual, homosexual, bisexual, asexual, pansexual, two-spirited, etc.

Spiritual Beliefs: an individual practice and has to do with having a sense of peace and purpose.

Socioeconomic Status: the position of an individual or group on the socioeconomic scale, which is determined by a combination of social and economic factors such as income, amount and kind of education, type and prestige of occupation, place of residence, and—in some societies or parts of society—ethnic origin or religious background. Examinations of socioeconomic status often reveal inequities in access to resources, as well as issues related to privilege, power, and control.

Accreditation CARF Standard Culture Diversity

1.A.5. The organization implements a cultural competency, diversity and inclusion plan that:



a. Addresses:

- (1) Persons served
- (2) Personnel
- (3) Other Stakeholders

b. Is based on consideration of the diversity of its stakeholders in the following areas:

- (1) Culture (***Relias database training - Respecting Cultural Diversity in Persons With IDD REL-IDD-O-RCD***), (***Relias database training - Cultural Competence for Canada REL-ALL-CAN-O-CDC***)
- (2) Age (***Government of British Columbia Resource - [Age Discrimination fact sheet - Human Rights in BC \(gov.bc.ca\)](http://www.bchrt.bc.ca/human-rights-duties/characteristics.htm)***)
- (3) Gender (***Relias database training - Sexual Orientation and Gender Identity REL-IDD-O-SGI***)
- (4) Sexual Orientation (***Relias database training - Sexual Orientation and Gender Identity REL-IDD-O-SGI***)
- (5) Spiritual Beliefs (***Relias database training - Workplace Discrimination What Supervisors Need to Know REL-ALL-O-WDWSNK***)
- (6) Socioeconomic Status (***BC Human Rights Tribunal <http://www.bchrt.bc.ca/human-rights-duties/characteristics.htm>***)
- (7) Language (***Relias database training - How to Communicate With Someone Who Doesn't Speak REL-PAC-O-HSWD and How Culture Impacts Communication REL-ALL-SS-HCIC***)
- (8) Race (***Relias database training - Overcoming Your Own Unconscious Biases REL-ALL-SS-OVCB***)
- (9) Other Factors, as relevant

c. Includes actions to be taken

d. Is reviewed at least annually for relevance

e. Is updated as needed.

Summary of Accomplishments

- The Association facilitates time off to attend the Annual Day of Reconciliation
- Companion and Coworker participation with Cowichan Tribes at the annual Day of Reconciliation
- Internal education and activities to celebrate the Chinese Lunar New Year
- The formation of an internal Hebrew group
- Internal education and activities to celebrate Anthroposophical Festivals



- Internal education and activities to celebrate Hanukkah
- Internal education and activities to celebrate Ramadan
- Internal education and activities to learn more about reconciliation in Canada
- External anti-bullying training for Companions and Coworkers (Special Olympics)
- External sexuality health education training and socialization for adults with DD (Kerri Isham - Power Up)
- External Supporting Healthy Personal Relationships for Persons with IDD (Relias training database)
- Internal Multicultural Day celebrations (July 1st)
- Specified trainings required based on CARF standard 1.A.5.b(1)-(9)

OVERALL OBJECTIVE/GOAL	INDICATOR	DESIRED OUTCOME	APPLIED TO	ACTIVITIES	RESPONSIBILITY / TIMELINE / STATUS UPDATE
The Ita Wegman Association will have a Cultural Diversity Inclusion and Competency Plan that identifies how the organization will work to achieve and monitor effectiveness of the plan. (CARF standard 1.A.5 a-d)	Presence of overall investment in Cultural Diversity Inclusion and Competency that is inclusive of Culture, Race, Age, Gender, Sexual Orientation, Spiritual beliefs, Socioeconomic status and Language.	The Ita Wegman Association to demonstrate a commitment to having cultural competency inclusive of culture, age, gender, sexual orientation, spiritual beliefs, ageism, socio-economic status, and language.	Accreditation Task Force,	Applying CARF standard 1.A.5 (a-d) in all we do. Implementation of Cultural Diversity Inclusion and Competency Plan. Diversity and Inclusion goals tracked and monitored annually. Individual training specific to 1) culture, 2) age, 3) race, 4) gender, 5) sexual orientation, 6) spiritual beliefs, 7) ageism, 8) socio-economic status, and 9) language will occur online and at quarterly 2023/2024 with targeted goals specific to increasing awareness and understanding to support diversity and inclusivity.	Responsibility: Executive Group, Human Resource and Relations Group, Core Group and Board of Directors Timeline: Jan 2023 - review of the Cultural Diversity Inclusion and Competency Plan, Status Update: including achievements from the preceding year to inform the 2023 plan. Quarterly training sessions incorporated into Companion and all Coworker meetings
To create a safe and informed environment that fosters respect for, and acknowledgement of	All Companions, and Coworkers have a working knowledge of how to be accepting,	The Ita Wegman Association endeavours to be a welcoming and	All Companions, Coworkers. Companion	Annual inspection of facilities to assess accessibility and cultural friendliness.	Responsibility: Accreditation Task Force, Executive Group, Human



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cultural diversity and inclusion	respectful and inclusive of all people.	accessible environment. The Ita Wegman Association works to create a safe and supportive space for all Coworkers, Companions, Companion family/representatives, and stakeholders, exploring diversity issues to increase acknowledgement of cultural diversity and inclusion	family/representatives and stakeholders	Periodic changes in décor to reflect diversity, inclusion and promote cultural friendliness. Provide regular communications and training opportunities regarding Cultural Diversity Inclusion and Competency.	Resource and Relations Group, Care Group Timeline: January 2023 - inspections occur annually. Any changes required are implemented immediately. Status Update: The IWA leadership groups demonstrate an understanding of cultural, diversity, openness and inclusion providing a safe environment for Companions, Coworkers and stakeholders.
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OVERALL OBJECTIVE/GOAL	INDICATOR	DESIRED OUTCOME	APPLIED TO	ACTIVITIES	RESPONSIBILITY/ TIMELINE / STATUS UPDATE
The IWA will adhere to all legal acts that guide our professional conduct, specifically but not limited to the Canadian Charter of Human Rights and Freedom. (1982); the Canadian Multiculturalism Act (1970) and the Labour Relations Code.	All Companions and Coworkers have a working knowledge of their legal rights, and the Association's responsibilities with regards to supports provided and employment standards.	All Companions and Coworkers have an understanding of where and how to access information regarding Glenora Farm's legal obligations.	Human Resource and Relations Group, Admin & Dev. Coord., Facility Manager, Business Administrator,	Posting of Canadian Charter of Human Rights, the Companion Rights and Responsibilities, and the Quality of Life Framework in the administration offices. Orientation and onboarding includes information and training on Companions and their families/representatives and Coworker rights and responsibilities, and the responsibilities of the Association. Companion rights and responsibilities (CP2- Companion Rights and Responsibilities) reviewed	Responsibility: Human Resource and Relations Group, Admin & Dev. Coord., Timeline: Onboarding and orientation of Companions and Coworkers includes information regarding their rights and responsibilities. P & P that govern these items are reviewed annually (February). Explanations and training are provided as-needed/requested.



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				<p>annually in P & P review. Contents of Companion rights (CP1- Companion rights) and Companion rights and responsibilities (CP2- Companion Rights and Responsibilities) reviewed with Companions and family/representatives annually at ISP meetings, or on an as-needed basis. The IWA has created a policy which governs Coworker hiring practices (ECP14 Hiring, Recruiting, Posting and Promoting), assessing the diversity of Coworkers (ECP31 Cultural Diversity and Inclusion), affirmative action and equal opportunity policies and procedures (ECP8 Equal Opportunity and Non Discrimination Hiring). Develop a strategy to retain and recruit Coworkers and Staff who come from a culturally diverse background and are culturally competent and have a working knowledge about diversity (ECP14 Hiring, Recruiting, Posting and Promoting)</p>	<p>Status Update: Orientation and onboarding process and persons responsible have been identified. Orientation spreadsheet (CP4- Orientation Checklist and ECP4- Employee Orientation Spreadsheet) has been completed and is being used for all incoming Companions and Coworkers. Training policy has been created and engaged with for all current and incoming Coworkers (ECP 25 Coworker Training).</p>
<p>The IWA is aware of and understands different communication needs for all Companions,</p>	<p>Companions and Coworkers are asked to indicate what their preferred method of communication is. The</p>	<p>The IWA requests and respects all communication needs for Companions and Coworkers, individual</p>	<p>Human Resource/Relations Group, Admin & Dev. Coord.,</p>	<p>In all publications and development of policies, apply awareness of different communication needs. Promotional materials will be</p>	<p>Responsibility: Human Resource/Relations Group, Admin & Dev. Coord., Admissions Coordinator,</p>



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Coworkers, and leadership members.	IWA acknowledges and supports preferred methods of communication.	communication needs will be accommodated wherever possible.	Admissions Coordinator,	culturally appropriate, translated upon request, easily accessible and available in a variety of formats.	<p>Timeline: Communication needs are assessed on an annual basis at Companion ISP's, and ongoing in one to one meetings, House meetings, Care Group meetings, bi-annual goal tracking surveys and bi-annual satisfaction surveys . Preference is requested during the hiring and onboarding process, and as needed/requested</p> <p>Status Update: The IWA has incorporated communications-related questions in the interview process, in applications (Companion and Coworker) and during Companion and Coworker onboarding. These preferences are reviewed during annual ISPs and performance evaluations.</p>
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OVERALL OBJECTIVE/GOAL	INDICATOR	DESIRED OUTCOME	APPLIED TO	ACTIVITIES	RESPONSIBILITY / TIMELINE / STATUS UPDATE
Support increased understanding and awareness about cultural diversity, age and ageism,	Training opportunities and education experiences are provided to	The IWA provides Training opportunities and education experiences specific to	Human Resource/Relations Group, Admin & Dev.	The IWA will provide training opportunities and education experiences to Companions and Coworkers, Activities occur	Responsibility: Human Resource/Relations Group, Admin & Dev. Coord., Accreditation



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<p>gender and gender identity, sexual orientation, spirituality and religion, gender and social economics, language, race and ethnicity</p>	<p>Companions and Coworkers increasing awareness and understanding specific to cultural diversity, age and ageism, gender and gender identity, sexual orientation, spirituality and religion, gender and social economics, language, race and ethnicity</p>	<p>cultural diversity, age and ageism, gender and gender identity, sexual orientation, spirituality and religion, gender and social economics, language, race and ethnicity. Individual needs and preferences will be recognized in Companion's Individual Support Plans (ISP's) and Coworker personnel files.</p>	<p>Coord., Admissions Coordinator, Care Group, House Coordinators, Workshop Leaders</p>	<p>on-Farm in House meetings, Companion meetings, Coworker meetings, Care Group meetings, morning meetings, festivals & events, day program activities. Training and education opportunities, and cultural experiences are engaged with in the wider community,</p>	<p>Task Force, House Coordinators and Workshop Leaders Timeline: Annual review of policies and procedures, as well as the Cultural Diversity Inclusion and Competency Plan annually (January & February), or as needed. Status Update: Training, experiences and awareness regarding cultural diversity, age and ageism, gender and gender identity, sexual orientation, spirituality and religion, gender and social economics, language, race and ethnicity are provided on an annual basis.</p>
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OVERALL OBJECTIVE/GOAL	INDICATOR	DESIRED OUTCOME	APPLIED TO	ACTIVITIES	RESPONSIBILITY / TIMELINE / STATUS UPDATE
<p>The Ita Wegman Association will acknowledge the diverse perspectives of Companions and their family members and incorporate these perspectives into all</p>	<p>IWA Companions and their family / representatives indicate that their individual perspectives are understood and supported.</p>	<p>Individual perspectives and preferences will be reviewed during the Companion admission process, and during Companion annual ISPs. The IWA recognizes that Companion's individual</p>	<p>Facility Manager, Business Administrator, Admin & Dev. Coord., House Coordinators, Workshop Leaders</p>	<p>During the application and orientation process the Ita Wegman Association will obtain information from Companions and their family/representatives with regards to individual perspectives and preferences (CP8 Companion Assessment).</p>	<p>Responsibility: House Coordinators, Workshop Leaders, Facility Manager, Admin. & Dev. Coord. Timeline: Preferences are requested and documented during the admissions process</p>

<p>programs and services, as appropriate. These perspectives include but are not limited to: culture, race, age, gender, sexual orientation, spiritual beliefs, socioeconomic status language, and other preferences as relevant.</p>		<p>preferences may change over time and is committed to supporting preferences as they change.</p>		<p>During annual ISP's Companions and their family/representatives have the opportunity to discuss any changes to preferences. These changes will be expressed in the Companion's individual Care Plan. The IWA understands that preferences may change throughout the year, Companions and their family/representatives have the opportunity to express changes to preferences at any point. Companions and their family/representatives are engaged with bi-annual satisfaction surveys, this is another area where preferences/preference changes can be expressed.</p>	<p>(suitability trial and intake), annually at Companion ISPs, and bi-annually via satisfaction surveys. The IWA responds to Companion preference changes as needed/requested. Status Update: Companion application form is being reviewed and amended to reflect all preferences, ISPs have been reviewed and will reflect all preferences, bi-annual satisfaction surveys are being distributed and analyzed. Preference change requests are actively engaged with.</p>
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OVERALL OBJECTIVE/GOAL	INDICATOR	DESIRED OUTCOME	APPLIED TO	ACTIVITIES	RESPONSIBILITY / TIMELINE / STATUS UPDATE
<p>The IWA will provide Coworker training to facilitate Companion engagement with translators, or communication devices as requested.</p>	<p>Upon request the IWA provides Coworker training that is specific to individual Companion communication methods. The IWA participates with identifying resources</p>	<p>Companions feel safe and supported in using translators or communication devices. Coworkers feel confident supporting Companions with translators or</p>	<p>House Coordinators, Workshop Leaders, other Coworkers as identified, Facility Manager,</p>	<p>The Ita Wegman Association will develop a policy that supports Coworker training in an effort to facilitate Companion engagement with translators, or communication devices as requested. The IWA will provide resource assistance to Companions and their family/representatives.</p>	<p>Responsibility: House Coordinators, Workshop Leaders, other Coworkers as identified, Facility Manager, Timeline: Requests are reviewed during the admissions process (suitability trial and intake), annually at</p>

	and services that may be suitable.	communication devices.		The IWA will provide appropriate training to Coworkers.	Companion ISPs, and bi-annually via satisfaction surveys. The IWA responds to translator/communication device requests on an as-needed basis. Status Update: Policy to accommodate translators or communication devices to be created (.February 2023).
The Ita Wegman Association will acknowledge the diverse perspectives of all stakeholders. These perspectives include but are not limited to: culture, race, age, gender, sexual orientation, spiritual beliefs, socioeconomic status language, and other preferences as relevant.	IWA stakeholders indicate that their individual perspectives are understood and supported.	The IWA respects individual stakeholder perspectives and preferences. The Cultural Diversity Inclusion and Competency Plan is posted on our website and available upon request. The IWA has an 'open door policy' and is available at any point to discuss and support individual preferences as they may change over time. .	Accreditation Task Force, Human Resource & Relations Group, Admin. & Dev. Coord., Executive Group, Board of Directors,	Upon initial engagement, the IWA will obtain information from stakeholders with regards to individual perspectives and preferences. The IWA understands that preferences may change, Stakeholders have the opportunity to express changes to preferences at any point. Stakeholders are engaged with bi-annual satisfaction surveys, this is another area where preferences/preference changes can be expressed. The IWA has an 'open door policy' and is available at any point to discuss and support individual preferences as they may change over time. .	Responsibility: Accreditation Task Force, Human Resource & Relations Group, Admin. & Dev. Coord., Executive Group, Board of Directors, Timeline: Preferences are engaged with as needed/requested. Status Update: The Accreditation Task Force has reviewed the Cultural Diversity Inclusion and Competency Plan and associated policies. The IWA has included this overall objective/goal to the 2023-24 plan.
The Ita Wegman Association will acknowledge the diverse	IWA Coworkers indicate that their individual	Individual perspectives and preferences will be reviewed during the	Human Resource and Relations Group,	During the application and orientation process the Ita Wegman Association will	Responsibility: Human Resource and Relations Group, Facility Manager,

<p>perspectives and preferences of Coworkers. These perspectives include but are not limited to: culture, race, age, gender, sexual orientation, spiritual beliefs, socioeconomic status language, and other preferences as relevant.</p>	<p>perspectives and preferences are understood and supported.</p>	<p>Coworker admission process, and during Coworker probationary and annual performance evaluations. The IWA recognizes that Coworkers' individual preferences may change over time and is committed to supporting Coworker preferences as they change.</p>	<p>Facility Manager, Business Administrator, Admin. & Dev. Coord.</p>	<p>obtain information from Coworkers with regards to individual perspectives and preferences, these preferences will be documented on the Coworker's personnel file. During annual performance evaluations, Coworkers will have the opportunity to discuss any changes to preferences. The IWA understands that preferences may change throughout the year, Coworkers have the opportunity to express changes to preferences at any point. Coworkers are engaged with bi-annual satisfaction surveys, this is another area where preferences/preference changes can be expressed.</p>	<p>Business Administrator, Admin. & Dev. Coord. Timeline: Preferences are requested and documented during the admissions process (application, interview and orientation) and annually at performance evaluations, and bi-annually via satisfaction surveys. The IWA responds to Coworker preference changes as needed/requested. Status Update: The Coworker application form and performance evaluation form is being reviewed and amended to reflect all preferences, Bi-annual satisfaction surveys are being distributed and analyzed. Preference change requests are actively engaged with.</p>
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OVERALL OBJECTIVE/GOAL	INDICATOR	DESIRED OUTCOME	APPLIED TO	ACTIVITIES	RESPONSIBILITY / TIMELINE / STATUS UPDATE
<p>The IWA is committed to achieving the objectives</p>	<p>The IWA fosters an environment that feels</p>	<p>The IWA achieves the commitments outlined</p>	<p>All IWA Companions,</p>	<p>Annual review of Cultural Diversity Inclusion and</p>	<p>Responsibility: All IWA Companions,</p>



<p>indicated in the IWA Statement of Diversity:</p> <p><i>The Ita Wegman Association acknowledges and respects the value of a diverse community. This recognition includes gender identities, race/ethnicity, family status, age, mental/physical abilities, sexual orientation, religious beliefs, socio-economic status and occupational focus. Our mandate is to maintain an environment that is supportive of these elements by promoting inclusion within the Association and the communities we are a part of.</i></p>	<p>safe, welcoming, upholds individual's dignity, and values diversity.</p> <p>The IWA responds to and addresses official complaints, issues and grievances (CP14 Complaints, Issues or Grievances, ECP27 Complaint, Grievance and Conflict Resolution), and preference requests in a proactive and timely manner.</p>	<p>in our Statement of Diversity.</p> <p>The IWA leadership teams, Companions, and Coworkers are engaged with lifelong learning, and are informed about evolving societal movements.</p>	<p>Coworkers, and stakeholders.</p>	<p>Competency Plan, associated policies and procedures. Engagement with on-Farm and wider community training and cultural experiences. Annual review of the IWA Strategic Plan (January). The IWA has created an avenue to increase Companion and structural leadership feedback and communication, A designated Executive Group and Board Of Directors member attend monthly Companion meetings in an effort to support Companion representation, facilitate feedback, and embrace the quality assurance cycle</p>	<p>Coworkers, and stakeholders.</p> <p>Timeline: Annual review of policies and procedures, or as needed, as well as the Cultural Diversity Inclusion and Competency Plan annually (January & February).</p> <p>Status Update: P & P and P&R have been reviewed, Companions and Coworkers have engaged with on-Farm and wider community training and cultural experiences. Monthly Companion meetings with appropriate representation to share information have begun.</p>
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