



Diversity, Equity, and Inclusion Policy

Introduction The Inside Education Society of Alberta (referred to as "Inside Education" hereafter) is committed to promoting a diverse, equitable, and inclusive environment that respects and values the unique contributions of all individuals. We recognize that diversity in all its forms, including but not limited to race, ethnicity, age, gender identity, sexual orientation, disability, religion, socio-economic status, and national origin, enriches our organization and enhances our ability to fulfill our mission effectively. This Diversity, Equity, and Inclusion Policy outlines our commitment to fostering a welcoming and supportive culture for all our stakeholders.

Commitment to Diversity, Equity, and Inclusion Inside Education is dedicated to:

1.1. Embracing Diversity: We celebrate the diverse perspectives, backgrounds, and experiences of our staff, volunteers, program participants, partners, and stakeholders. We recognize that diversity is fundamental to our success and strive to create an inclusive environment that values and respects everyone.

1.2. Advancing Equity: Inside Education is committed to promoting equity and fairness in all aspects of our organization. We recognize that historical and systemic barriers exist that disproportionately impact certain groups. We are dedicated to identifying and addressing these inequities to create equal opportunities for all.

1.3. Fostering Inclusion: We actively promote a culture of inclusion where everyone feels valued, heard, and appreciated. Inside Education endeavors to create a safe and welcoming space that encourages open dialogue, learning, and collaboration.

2. Implementation of the Policy To uphold our commitment to diversity, equity, and inclusion, Inside Education will:

2.1. Education and Training: We will provide regular training and educational opportunities for all staff, volunteers, and board members to foster awareness and understanding of diversity, equity, and inclusion issues. This will include sessions on unconscious bias, cultural competency, and inclusive communication.

2.2. Recruitment and Retention: Inside Education will implement inclusive recruitment practices that aim to attract diverse talent to our organization. We will strive to ensure that our workforce reflects the diversity of the communities we serve. Additionally, we will create an inclusive and supportive work environment that promotes staff retention and professional development.

2.3. Inclusive Programs and Initiatives: We will develop and deliver educational programs and initiatives that are inclusive, relevant, and accessible to all individuals, regardless of their background or identity. We will actively seek feedback from diverse stakeholders to continually improve our offerings.



2.4. Non-Discrimination: Inside Education will not tolerate any form of discrimination, harassment, or exclusion based on race, color, ethnicity, religion, gender, sexual orientation, gender identity, disability, or any other characteristic protected by applicable laws.

2.5. Engaging Partners and Stakeholders: We will collaborate with partners and stakeholders who share our commitment to diversity, equity, and inclusion. Together, we will foster a more inclusive educational community in Alberta.

3. Reporting and Accountability Inside Education will regularly assess progress toward our diversity, equity, and inclusion goals and communicate updates to staff, volunteers, and board members. We will also seek input and feedback from our stakeholders to ensure our policies and practices remain relevant and effective.

4. Conclusion This Diversity, Equity, and Inclusion Policy reflects Inside Education's dedication to creating a welcoming and inclusive environment for all. By embracing diversity and promoting equity, we believe we can better achieve our mission of providing impactful and transformative educational experiences to students and teachers in Alberta.

This policy will be reviewed and updated periodically to reflect the evolving needs and aspirations of our organization and the communities we serve. Together, we will foster a culture of respect, empathy, and understanding that empowers everyone to thrive.