

Board of Director's Statement Regarding Anti-Racism

The Board of Directors for Contact Hamilton (the Board) stands in unity with advocates of equality and inclusivity in our community. Racism and intolerance are not accepted at Contact Hamilton.

Contact Hamilton's Vision is: **Thriving children and youth, empowered adults, strong families, inclusive communities.**

Contact Hamilton and its Board have identified and championed diversity as one of our core values; **Contact Hamilton board, staff and volunteers will be inclusive, fair, equitable, welcoming and provide a safe place to request and receive service.**

Our policies and actions must support diversity and promote a culture of inclusivity. Everyone is treated with respect and dignity regardless of their disability, race, ethnicity, spiritual beliefs, gender, or sexual orientation. We do this by listening and acknowledging the truths and experiences of all members of our community.

The Board recognizes that to achieve our vision we must begin with a review of our representation and our governance practices. This was a cornerstone during the development of our 2019 Strategic Plan. The Board Recruitment Committee's objective is to ensure the Board membership represents the diversity in our community. The newly created Board Development Committee ensures that our governing practices and decisions are informed by and represent the diverse ideas and viewpoints of our community and our fellow citizens.

Although we have taken steps to build a more inclusive Board, we understand that we must do more to address both known and unidentified inequality and exclusionary practices.

Therefore, the Board of Directors for Contact Hamilton commits to:

- A formal review of our Board policies & processes and industry best practices in anti-racism, diversity, and inclusion
- Providing actionable steps towards expanding our understanding, views, and practices on anti-racism, diversity, and inclusion
- Continuing the dialogue with our members, partners, stakeholders, and community; welcoming feedback on our practices, policies, and methodologies

As a Board, we have a responsibility to listen, reflect and work together to support Contact Hamilton's efforts to create a safe and welcoming place for our clients, their families, and our employees.

If you have questions, comments or concerns about how we are actively combating racism and intolerance from a governance standpoint, please contact the Board Chair via diversity@contacthamilton.ca.

If you would like more information about how Contact Hamilton is combating these issues, please contact the Executive Director via diversity@contacthamilton.ca.