



POSITION STATEMENT

DIVERSITY, EQUITY AND INCLUSION

The Humane Society of Kitchener Waterloo & Stratford Perth is committed to fostering, cultivating, and preserving a culture of diversity, equity and inclusion. We believe in a world that is inclusive in approach and where equal opportunities and equitable outcomes exist for every individual. We believe in the power the human-animal bond has to bring our community together and share in our value of and respect for animals.

We recognize the barriers that many in our communities have faced, and we endeavour to identify and remove these barriers. For us, DEI is about embracing and celebrating the uniqueness of each individual while building a culture where everyone feels they belong and have what is needed to be successful.

We are committed to providing inclusive services where all staff, volunteers, donors, members and customers feel respected and valued, valued for their origin, age, race, colour, sexual orientation, religion, gender, gender identity or expression, ability, social-economic status or any bias. We strive to create a safe and judgement-free environment where we draw on and learn from the differences in who we are, what we have experienced, and how we think. We foster a workplace and engage communities where differences and abilities are valued and respected, and everyone has access to the same opportunities. Our inclusive culture empowers all of us to connect, belong and grow.

Approved by the Board of Directors, March 2022