

Diversity and Inclusion

YWCA Metro Vancouver is committed to advocating for social change to promote the full realization of women's equality. Our work aims to address the systemic causes of poverty and social inequality and the specific challenges faced by single mothers.

We subscribe to the principles of the Human Rights Code of British Columbia and as such will not tolerate unjust, unfair or unlawful discrimination on the grounds of race, colour, ancestry, place of origin, religion, political belief, marital status, family status, physical or mental disability, gender, sex, sexual orientation or age.

We work towards creating an organization that reflects the community in which we operate and recognize the vital importance of taking into account the varying needs of our stakeholders. This includes recognizing and respecting the:

- Diversity of individuals, ideas and opinions
- Value of differences and unique abilities
- Equality of opportunity, accessibility and inclusion
- Right to reasonable accommodation
- Right of individuals to self-identify their gender
- Financial status of all, regardless of their ability to pay
- Need to foster a community where members feel safe, welcomed, and respected and where no one is subject to any form of oppression and discrimination.

As such, we will:

- Treat each other with respect and dignity and conduct ourselves according to our Operating Principles. This means that we will create and maintain a safe environment that is free of acts of oppression and discrimination.
- Identify systemic and other barriers to employment or program participation and take steps to rectify any discriminatory policies or practices.
- Hire, engage and retain employees and volunteers who reflect the diverse community that we serve.
- Develop programs that respond to the needs of our membership, participants and the community.
- Provide on-going information, training and education for all stakeholders to help eliminate discrimination and promote inclusion.
- Empower staff to deliver great customer/client experiences, knowing that they are doing the right thing and conducting business with integrity.
- Be conscious of invisible disabilities such as chronic health conditions, serious illnesses, learning differences and mental health issues
- Communicate, when appropriate, in different languages.
- Ensure that when someone has a concern, that they have the right to speak up and share their concerns, knowing that the YWCA wants to hear them and that there will be no repercussions.

With that said, we also recognize that the primary purpose of the YWCA is to work towards the equality of women and as such, our service delivery may focus on self-identified women-only services where appropriate to address systemic inequality.