



## EQUITY AND DIVERSITY POLICY

### Purpose

*The objective of this policy is that PEO's environment is one in which all stakeholders are treated equitably and where members of diverse groups are recognized, welcomed and valued.*

### Application

This policy applies to all PEO staff, including full-time, part-time, and temporary employees, summer students, individuals acting on behalf of the association, including, volunteers, licence holders (members), and applicants. It guides the expectations of values held by consultants, contractors, as well as other stakeholders in the communities served by PEO.

There are Guidelines for the interpretation of this Policy to clarify the scope and intent. These Guidelines include mechanisms for Complaints and Redress.

### Policy Statements

1. That PEO Council demonstrate leadership regarding equity and diversity, including review of its own processes and training programs and seek new ways for PEO to strive to be responsible and answerable to its members, staff and stakeholders on these matters.
2. That PEO deliver ongoing information, training and resource support to help all staff, volunteers, committee and board members develop capacity to address equity and diversity issues and understand their rights and responsibilities. That such training be a fundamental part of orientation for new volunteers and staff.
3. That PEO provide guidance to staff and volunteers about their roles in implementing this policy. That PEO develop ways to support committees and task forces in incorporating specific, measurable equity and diversity provisions into their annual work and human resources plan.
4. That plans for outreach to prospective licensees be analysed for sensitivity to the diversity of Ontario's culture as defined by the Ontario Human Rights Code. That such activities be reported on in annual program reviews.
5. That PEO actively solicit viewpoints from diverse groups (as defined by the OHRC) within PEO and in the communities it serves and seeks to serve.
6. That PEO's activities in recruitment and retention of staff and volunteers have a focus on achieving equity and increasing diversity within the engineering profession.
7. That PEO seek to identify and work to remove barriers that limit access to its services and programs in areas such as information dissemination, human resources, physical space, and cultural difference.

## **Definitions**

For purposes of this policy, the following definitions apply:

### *Equity*

Equity is the result of a comprehensive pro-active strategy designed to ensure that all members of society have fair and equal access to opportunities. Equity initiatives may include removing or neutralizing barriers that might limit the participation of individual stakeholders in PEO processes, procedures or activities.

### **Diversity**

Diversity refers to characteristics that makes people different from each other. As listed in the Ontario Human Rights Code, these differences include race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, age, marital status, family status or disability. Where this policy applies to employees of PEO, the additional difference of record of offences is included.