



"BELIEVING IN POTENTIAL"

**REACH Child and Youth Development Society's  
Statement  
on  
Diversity & Inclusion**

- Reach sees the diversity of individuals and of our communities as a strength. This diversity can take the form of differences related to race, culture, ethnicity, national origin, gender identity, gender expression and presentation, sexual orientation, religion, age, ability, socioeconomic status, and neurotype (that is, a difference relating to how an individual interprets and responds to social cues and processes information).
- We believe we have a responsibility to demonstrate leadership on diversity issues within our communities and more broadly.
- We respect and value the diverse life experiences of our clients, communities, staff and volunteers.
- Creating and maintaining a diverse organizational culture is about recognizing and understanding individual differences, contributions and needs.
- At Reach, it is everyone's responsibility to ensure that respecting individuals and valuing diversity is part of every program.
- Reach also values inclusion, and we cultivate an environment in which all people are respected, where their differences are embraced, and where they all have access to the same opportunities.
- Reach is committed to continual assessment and lasting structural change. This in turn supports a diverse, accessible and inclusive workplace, empowered staff and families and healthy communities.
- As an agency, we are aware of and learning about the impact of historical and/or present injustice and discrimination.

We welcome your feedback and input on this statement and on all aspects of Reach's service delivery.

Statement Revised October 2020

