



## **Anti-Racism, Access, and Equity Policy for Black Creek Youth Initiative**

### **Purpose:**

The purpose of this policy is to ensure that Black Creek Youth Initiative (BCYI) is committed to providing an inclusive, safe, and equitable environment for all youth ages 12 to 29 regardless of race, ethnicity, gender identity, sexual orientation, socio-economic status, ability, religion, or nationality. BCYI is committed to actively working to eliminate racism, discrimination, and oppression in all forms.

### **Anti-Racism Statement:**

BCYI is committed to actively working towards the elimination of racism, discrimination, and oppression in all forms. We recognize that systemic racism and discrimination exist in Canadian society and that it disproportionately impacts Black, Indigenous, and People of Colour (BIPOC) communities. We acknowledge the need to work towards a society that is equitable and just for all, and we recognize our role in this work.

### **Access and Equity Statement:**

BCYI is committed to providing access and equity to all youth aged 12 to 29 regardless of their background. We recognize the diversity and intersectionality of our youth population and are committed to creating an inclusive environment that promotes the participation of all youth. We will work to identify and eliminate any barriers to access and participation in our programs and services.

### **Code of Conduct:**

BCYI has a zero-tolerance policy towards racism, discrimination, and harassment. We expect all staff, volunteers, and program participants to adhere to our code of conduct, which includes treating each other with respect, kindness, and fairness. Any incidents of racism, discrimination, or harassment will be taken seriously and addressed promptly. BCYI will not tolerate any behaviour that violates this policy.

### **Programs and Services:**

BCYI recognizes the importance of providing programs and services that are inclusive and responsive to the needs of our diverse youth population. We will work to ensure that our programs and services reflect the diversity of our community, and that all youth have access to them. We will actively seek out and engage with BIPOC communities to ensure that our programs and services are culturally appropriate and responsive to their needs.

### **Accountability and Evaluation:**



## **Anti-Racism, Access, and Equity Policy for Black Creek Youth Initiative**

BCYI is committed to ongoing reflection, self-evaluation, and accountability in our work towards anti-racism, access, and equity. We will regularly review our policies, programs, and services to ensure that they are inclusive and responsive to the needs of our diverse youth population. We will also seek feedback from our youth, staff, and community partners to improve our work.

### **Conclusion:**

BCYI is committed to creating an inclusive and equitable environment that promotes the participation of all youth aged 12 to 29. We recognize the diversity and intersectionality of our youth population and are committed to actively working towards the elimination of racism, discrimination, and oppression in all forms. We will continue to reflect, learn, and improve our work towards a more equitable and just society for all.