

## **INCLUSION, DIVERSITY, EQUITY, AND ANTI-RACISM STATEMENT- “EVERYONE IS WELCOME”!**

Inclusion, diversity, equity, and anti-racism (IDEA) are more than just awareness or an initiative to us – they are principles. We strive to understand intersectional identity for an inclusive culture that encourages, supports, reflects, and celebrates the diverse voices of all stakeholders (both internal and external stakeholders, including staff, students, consultants, volunteers, Board and Directors, and our clients, family, caregiver, substitute decision makers and the communities we serve). This is demonstrated in our 3D commitment:

**D**eveloping cultural competency that promotes an “IDEA” (inclusion, diversity, equity, and anti-racism) environment for all stakeholders.

**D**elivering integrated, seamless, safe, and quality-based care across the service spectrum.

**D**emonstrating the value of client\*-centred care that is strength-based and recovery focused. (\*Clients include families, caregivers, and/or substitute decision-makers.)

As we continue to build a culture where inclusiveness is an automatic reflex, we want all stakeholders to feel valued and appreciated for their diverse perspectives. As stated in our Workplace Violence Policy and Procedure and Workplace Anti-Harassment Policy, *Hong Fook Mental Health Association* is committed to providing an environment in which all stakeholders are treated with respect and dignity. Our dedicated efforts will result in a creative workforce and an enhanced experience for *Hong Fook Mental Health Association’s* all stakeholders.

**Signed and dated at Scarborough, Ontario on the 1<sup>st</sup> day, of March, 2023**



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**Ramon Tam**  
**Board President**  
**Hong Fook Mental Health Association**



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**Bonnie Wong**  
**Executive Director**  
**Hong Fook Mental Health Association**

## GLOSSARY OF TERMS

**Anti-Racism** approach is a systematic method of analysis and a proactive course of action. The approach recognizes the existence of racism specifically anti-Indigenous, anti-Black and anti-Asian racism, including systemic racism, and actively seeks to identify, reduce, and remove the racially inequitable outcomes and power imbalances between groups and the structures that sustain these inequities.

**Intersectionality** refers to the ways in which our identities (such as race, gender, class, ability, etc.) intersect to create overlapping and interdependent systems of discrimination or disadvantage. The term was coined by Black feminist legal scholar Dr. Kimberlé Crenshaw and emerged from critical race theory to understand the limitations of “single-issue analysis” in regards to how the law considers both sexism and racism. Intersectionality today is used more broadly to understand the impact of multiple identities to create even greater disadvantage.

**Equity** denotes fairness and justice in the process and in results. Equitable outcomes often require differential treatment and resource redistribution to achieve a level playing field among all individuals and communities.

**Diversity** refers to the range of visible and invisible qualities, experiences, and identities that shape who we are, how we think, how we engage with and how we are perceived by the world. Diversity can be along various dimensions including race, ethnicity, gender identity, sexual orientation, physical and mental abilities, socio-economic status, and age.

**Inclusion** refers to recognizing, welcoming, and making space for diversity. An inclusive organization capitalizes on the diversity of thought, experiences, skills, and talents.