

DIVERSITY, EQUITY & INCLUSION POLICY

The STEAM Innovation Challenge | Inspiring the Youth of Today to Innovate



THE STEAM INNOVATION CHALLENGE

Effective date:

November 24th, 2023

Diversity, Equity, and Inclusion Policy

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The STEAM Innovation Challenge is dedicated to fostering a diverse, inclusive, and equitable environment that values and respects every individual associated with our organization, including staff, participants, partners, vendors, and board members.

Definitions

- **Diversity:** In the context of this policy, diversity encompasses race, gender, ethnicity, nationality, religion, sexual identity, familial status, age, disability, and socio-economic status.
- **Inclusion:** Valuing, respecting, and encouraging the full participation of each individual in the life and leadership of the organization.
- **Equity:** A process ensuring all people have the opportunity to contribute, develop, and grow despite historical, structural, legislative, racial, and socio-economic inequities.

Commitment

STEAM IC celebrates the rich diversity of the Greater Toronto Area, in which we are situated. We vehemently oppose discrimination, biases, harassment, or bullying of any kind. We honour the richness of our community, regardless of race, socio-economic status, age, disability, religion, sexual orientation, nationality, gender, or marital status.

As an organization, we commit to integrating diversity, equity, and inclusion principles into the following areas:



- Mission: Ensure that our vision and mission reflect our commitment to diversity, equity, and inclusion.
- Strategic Planning: Integrate diversity, equity, and inclusion considerations into our strategic planning process.
- Programming: Develop and support programs that are inclusive and responsive to the diverse needs of our community.
- Governance: Ensure that our governance structures and processes promote diversity and inclusivity.
- Board Composition: Strive for a diverse and inclusive board composition that reflects the communities we serve.

Accountability

STEAM IC is committed to holding ourselves accountable for the successful implementation of this policy. Regular assessments and monitoring will be conducted to measure progress, identify areas for improvement, and report to stakeholders.

Reporting and Transparency

We will maintain transparency by regularly reporting on our diversity, equity, and inclusion efforts. This includes sharing successes, challenges, and plans for improvement with our stakeholders.

Review and Revision

This policy will be reviewed periodically to ensure its continued relevance and effectiveness. Revisions will be made as needed to align with evolving best practices and the changing needs of our organization and community.



STEAM IC TEAM