



Diversity, Equity, and Inclusion Policy

Administration

Approved By:

The Board of Directors

Purpose:

This policy describes the principles, goals, and objectives of the BC Freedom of Information and Privacy Association with respect to diversity, equity, and inclusion. Its purpose is to provide a framework that informs all aspects of the Association’s activities in this regard.

Scope:

This policy applies to the governance, management, and operations of the Association.

Revision Summary:

This policy will be reviewed every three (3) years.

Summary of Changes / Amendment	Date
Initial version approved	2021.05.25
Reviews	2024.04
Next scheduled review	2027

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Definitions

FIPA has referenced a variety of sources in drafting these policies, definitions and sources are provided here to place them in context.

Diversity refers to the presence and meaningful inclusion of people belonging to varying social identity groups.¹

Equity goes beyond equal treatment (where everyone is treated the same) to fostering a barrier-free environment where everyone has the opportunity to benefit equally. It recognizes that some people or groups of people may require unique approaches.²

Inclusion is an active, intentional, and continuous process to address inequities in power and privilege, and build a respectful and diverse community that ensures welcoming spaces and opportunities to flourish for all. An inclusive environment is one in which each person is able to see their identity as belonging to and valued within the organization.³

¹ This definition is based on Capilano University's Policy B.512, [Human Rights, Diversity, Inclusion and Equity](#).

² This definition is based on Capilano University's Policy B.512, [Human Rights, Diversity, Inclusion and Equity](#).

³ This definition is based on the [EDI Glossary](#) maintained by the University of British Columbia (UBC)

Policy Principles:

- The BC Freedom of Information and Privacy Association is committed to a diverse, inclusive, and equitable environment where all Board members, staff, volunteers, donors and members feel respected and valued regardless of gender, age, race, ethnicity, national origin, sexual orientation or identity, disability, education, or any other bias.
- FIPA recognizes that systemic forces of discrimination, inequity, homophobia, ableism, racism, and settler-colonialism have disproportionately impacted certain groups in our society and contributed materially to marginalization and injustice. As an organization dedicated to the protection and advancement of transparency and privacy rights, we recognize the ways in which systemic injustices have excluded these groups from the privacy protections and access to information afforded to others.

Governance

Board of Directors Composition

Goal

- We recognize and respect the value diverse life experiences bring to our Board, and we will strive to listen to and value diverse perspectives.

Objectives

- The expansion and maintenance of diversity is considered a priority in the recruitment of prospective members to the Board.
- The Board commits to modelling practices by documenting and implementing identified diversity, inclusion, and equity in its strategic board recruitment mechanisms.

Policy and Procedures Development and Revision

Goal

- The Board commits to considering diversity, inclusion, and equity as priorities in its development of new policies and procedures and its review of existing policies and procedures.

Program Development and Delivery

Goals

- We commit to considering diversity, inclusion, and equity in connection with our Constitution, Bylaws, and Strategic Management Plan for the benefit of those we serve.
- We commit to recognizing and addressing inequities in our programs and services.

Management & Operations

Recruitment and Retention

Goal

- FIPA is committed to being nondiscriminatory and providing equal opportunities for employment, volunteering, and advancement.

Objectives

- The expansion and maintenance of diversity equity and inclusivity will be considered a priority in the recruitment of prospective staff and volunteers and ongoing management and operations.
- Postings for staff and volunteer positions will directly state FIPA's commitment to diversity, equity, and inclusivity, and recruitment processes will reflect this commitment.
- Onboarding and operations will provide a respectful workplace that embraces collaboration.

Related Information / References

- Records Classification and Retention Schedule