



Kingston Community Health Centres EDIIA Statement

At Kingston Community Health Centres (KCHC), we want everyone to feel safe, welcome, and respected. We follow five key values: Equity, Diversity, Inclusion, Indigeneity, and Accessibility (EDIIA). These values help guide how we work with clients, staff, students, volunteers, and the community. We believe all people—no matter who they are, where they come from, or what challenges they face—should get fair and respectful care and support. We know that not everyone has the same needs or opportunities in life. Some individuals face additional barriers to maintaining their health or feeling included. That is why we work to understand each person's situation and offer services that meet their needs.

We know that unfair systems—like racism, ableism, sexism, homophobia, transphobia, colonialism, and other forms of unfair treatment—have made it harder for some people to get the care they need. At KCHC, we are committed to decreasing these barriers. We work every day to make our centres fair, safe, and welcoming for everyone.

Our Commitment to EDIIA as an Organization

At Kingston Community Health Centres (KCHC), we understand that the work of Equity, Diversity, Inclusion, Indigeneity, and Accessibility (EDIIA) is ongoing. We are dedicated to being accountable, transparent, and responsive to the holistic needs of the communities we serve. We will continue to listen, learn, and take meaningful action to ensure that our policies, practices, and services create an environment where everyone, regardless of their identity or circumstances, can thrive.

We actively encourage individuals from all backgrounds, including but not limited to women, racialized groups, Indigenous peoples, persons with disabilities, and those who identify as members of the 2SLGBTQI+ communities, to apply to work at KCHC.

Our commitment to EDIIA is a living practice, one that evolves as we grow and learn together. We pledge to contribute to building a system that is equitable, diverse, inclusive, accessible, and welcoming for all.



Our EDIIA Commitment

1. **Equity**

We work to make sure that everyone—no matter their race, religion, gender, age, income, background, sexual orientation, or ability—can get the services and support they need. Our goal is to give all people fair access to health and community resources.

2. **Diversity**

We value the many differences among the people we serve and work with. These include things like culture, gender, ethnicity, and lived experiences. We believe these differences make us stronger. They help us understand each other better and offer better support to our communities.

3. **Inclusion**

We want everyone to feel welcome and included. We want each person to feel respected and like they truly belong. We ensure that different voices and opinions help shape our decisions, programs, and policies.

4. **Indigeneity**

We are grateful to be situated on the traditional lands of the Anishinaabe, Haudenosaunee, and Huron-Wendat peoples, and provide service across many Indigenous territories across Ontario. We support the path of truth and reconciliation and integrating Indigenous worldviews, knowledge, traditions, and practices into our work. We honour our relationship with Indigenous communities in our region, show respect for their traditions and culture, and actively engage together to foster reconciliation. We strive to create culturally welcoming spaces and seek to include culturally responsive practices in our care, programs, and policies.

5. **Accessibility**

We work to remove barriers that make it hard for people to use our services. These barriers could be in the physical environment, in the systems and processes, or in attitudes that are not welcoming. We want to create easily accessible spaces and services for everyone.

Our Actions to Support EDIIA at KCHC

At KCHC, we are committed to taking action. We work every day to build a more inclusive, fair, and anti-racist organization that serves everyone in our community, including Francophone communities, Black, Indigenous, and other racialized people, people with disabilities, and 2SLGBTQI+ individuals, among others. Here's how we're doing that:

● **Ongoing Learning and Training**

We believe that learning about equity, inclusion, anti-racism, and Indigenous rights is a lifelong process. We provide all staff, board members, and volunteers with training and learning opportunities. We focus on helping everyone understand their role in fighting racism and discrimination and how to turn EDIIA values into real actions.

● **Fair and Inclusive Hiring**

We aim to build a team that reflects the diverse people we serve. Our hiring process is designed to be fair, equitable, and welcoming to people from all backgrounds and experiences. We:

- Use diverse hiring teams
- Create space for candidates with non-traditional job histories
- Recognize lived experience and transferable skills
- Work to remove bias at every step
- Strongly encourage applications from Indigenous Peoples, racialized people, Francophones, women, 2SLGBTQI+ individuals, and people with disabilities

- **Accommodation and Flexibility**

We ensure every candidate and staff member has access to reasonable accommodation and feels supported. This includes:

- Adjusting interviews or work environments to meet individual needs
- Respecting religious and cultural practices
- Providing flexibility that allows people to succeed and thrive

- **Listening to Our Staff**

We know that meaningful change starts within. That's why we are creating safe spaces for staff to share feedback, speak openly, and help shape how we do our work. We are focused on:

- Psychological safety
- Mental health and wellbeing
- Fair treatment and inclusive leadership

- **Working with the Community**

We don't make decisions for the community. We actively involve clients, partners, and community members in conversations and planning. This helps us better understand what people need and build real solutions together.

- **Using Data with Care and Respect**

We collect and use information to learn, improve, and grow. We use data ethically and transparently to:

- Track how we're doing with **EDIIA**
- Improve programs and services
- Build a team that reflects our community

- **Inclusive Leadership and Governance**

We are working to build leadership that is accountable, inclusive, anti-racist, and community focused. This means:

- Including EDIIA in all leadership decisions
- Reviewing our practices to make sure they are fair, equitable, and inclusive
- Making sure people in leadership roles reflect the communities we serve

A Note on Linguistic Inclusion

We recognize that language can be a barrier to access and participation. As part of our EDIIA commitment, we are working to expand language support and services to better meet the diverse linguistic needs of our community.