

Equity – Assessment tool

Racial equity policy and plan	Our organization
<p>Our organizational equity plan and/or policy references of equity, anti-oppression, diversity, inclusion are supported through a shared understanding of the terms.</p>	
<p>Acknowledges the historical legacies of racism and oppression within Canada's history towards Indigenous nations, Black and/or racialized peoples.</p>	
<p>Our commitment to equity, anti-racism, and truth and reconciliation draws connections to the mission and/or mandate of the organization.</p>	
<p>Our policy clearly outlines where the accountability lies in the organization when commitments to equity are not upheld.</p>	
<p>Our equity policies invite specificity around different experiences of equity deserving groups (i.e folks with disability, women and gender diverse folks, addressing anti-asian racism, ageism in the workplace, to name a few).</p>	
<p>Our equity policy has community support (i.e. network members or employees).</p>	
<p>Our organization explicitly names the connections between advancing equity, and decent work.</p>	
<p>Policies to advance equity within the organization include accountability measures like yearly reviews, and updates at Annual General Meetings.</p>	