

Decent work charter

Making the commitment and actioning decent work

Organization name _____

_____ actively seeks to support inclusive, healthy and equitable communities. We acknowledge that decent work is central to creating the economic, and social opportunities that underpin individual, and community well-being. [Organization name] is therefore committed to championing decent work conditions and practices in our society, our local communities, and within our own organization.

We view decent work as an essential component of achieving our mission. Our workers and volunteers are critical in serving our communities. If they are treated well they will excel and our communities will receive the best care.

We also understand decent work as another pathway to advance gender equity, racial justice, and reconciliation within our organization and beyond. When our sector's women-majority and racialized workforce can access decent work, it will ensure that historically discriminated against workers have economic security and their quality of life will improve. In this way then, we will move alongside gender equity, racial justice, and reconciliation movements.

In signing the Decent Work Nonprofit Charter, our commitment to championing decent work values and practices will be guided by these commitments, and we will strive to work with others to generate collective actions which expand the decent work movement, and make it a reality for all.

We will do this by:

- 1 Reflecting on our organizational commitment to decent work. Ensure that we regularly engage with equity seeking communities, and policy processes to advance collective efforts that promote decent work in our society.
- 2 Committing to ongoing learning practices in our organizations that enable us to center relationship-building and wellbeing as part of decent work practices.
- 3 For settler-led organizations, getting specific about how our nonprofit will adapt, and integrate the 94 calls to action from the Truth and Reconciliation Commission of Canada, as part of our organizational decent work practices.
- 4 Implementing pathways to decent work, committing to periodically improving their clarity, responding to emerging challenges and opportunities, and evaluating the impacts of our individual, and collective efforts to advance decent work practices.
- 5 Assembling a "Decent Work Action Team", composed of staff and board volunteers to help guide the implementation of your decent work commitments, and to pursue funding opportunities to support our ongoing networking, and capacity-building efforts.
- 6 On a yearly basis, reviewing commitment to the decent work charter, track progress of implementation, and share findings transparently (i.e. Annual General Meetings).

Signed (Staff Member, if applicable) _____ Dated: _____

Signed (Board Member, if applicable) _____ Dated: _____

Witness (Community Member, if applicable): _____