

Commitment to Equity and Diversity Statement

As an organization, Windsor Elms Village is committed to:

- ❖ continuing our journey to truly understand diversity and to ensure we are creating an environment that welcomes all, encourages and supports growth for all, and respects and values each individual.
- ❖ encouraging all to develop to their full potential, irrespective of their race, ethnicity, physical or mental/cognitive abilities, gender identity, marital status, sexual orientation, religious or cultural beliefs, socioeconomic status, political opinion or age.
- ❖ making all feel welcomed, valued and respected.
- ❖ eliminating behaviours and barriers that can lead to discrimination.
- ❖ supporting the development of a diversity strategy that cascades throughout the organization: intentionally aligning diversity philosophy within our culture and all our planning.
- ❖ celebrating and embracing individual identity and uniqueness, by being mindful of what constitutes well-being for each individual.

Rationale

Windsor Elms Village believes that in order to be the Best Place to Live, Work and Visit, the Domains of Well-Being for all must be addressed, respected and honoured.

Windsor Elms Village believes all people deserve to be treated with dignity, honesty and respect, recognizing that every individual brings unique capabilities, personal beliefs, individual aspirations and their own life experience. We are committed to creating an environment which is based on inclusiveness.

Our Commitment Is Consistent With Our Core Values

- Quality:** We are committed to maintaining high standards of care and service by continually exceeding resident and family expectations.
- Respect/Harmony:** We respect the dignity of all individuals.
- Integrity:** We are committed, trustworthy, honest and reliable.