



Windsor Elms Village

Commitment to Equity Diversity and Inclusion Statement

As an organization, Windsor Elms Village is committed to;

- Continuing our journey to truly understand equity, diversity, and inclusion, 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 through 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 wellbeing for each individual.
- Provide community leadership as a progressive & equitable long-term care home & employer.

Windsor Elms Village believes that in order to be the Best Place to Live, Work and Visit, Today & Tomorrow, 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 based on inclusiveness and a commitment to truth and reconciliation. This includes acknowledging the historical and ongoing impacts of colonization, respecting the rights, cultures, and contributions of Indigenous Peoples and African Nova Scotians, including Indigenous Black communities, and actively working toward meaningful, respectful, and equitable relationships with Indigenous communities. We strive to listen, learn, and take actions that promote healing, justice, and understanding.

Our Commitment is Consistent with Our Guiding Principles

- Safety
- Equity, Diversity & Inclusion
- Learning and Sharing
- Respect, kindness and compassion
- Celebration and recognition
- Trust & accountability
- Excellence & innovation
- Collaboration