

## Equity, Diversity and Inclusion Statement

We believe that creating a respectful and safe environment is the shared responsibility of Seniors Care Network, and our network of specialized geriatric services, including administration, fellow staff, clinicians, clients, and visitors.

We are committed to fostering an inclusive culture that is reflective of the diversity of the Canadian population and the communities we serve.

We do not tolerate and will actively respond to all forms of discrimination, including but not limited to the display of prejudice and/or bias towards an individual's ability, age, ethnicity, gender, nationality, race, religion, sexual orientation, citizenship, or community membership.

We will work to create environments that are free from discrimination, harassment, intimidation, and disrespectful behaviour towards our clients, clinicians, staff, and visitors. We are committed to monitoring and supporting our network partners to address any behaviour that does not foster a safe and supportive environment, including the application or creation of any relevant policies, procedures, and practices.

We will maintain an Equity and Inclusion Committee that will proactively develop and implement initiatives aimed at promoting equity, diversity, and inclusion across our network. These efforts will be guided by evidence of successful approaches that act to remove barriers to inclusion.

We will offer and encourage allyship and mentorship so that all members of our network are treated in a fair and ethical manner, with dignity and support.

