



BIAWW statement on diversity and anti-racism
(APPROVED – by Board of Directors Oct 13, 2021)

It is imperative that the Brain Injury Association of Waterloo-Wellington (BIAWW) be a diverse, inclusive, and equitable association where all employees, board members volunteers, and members are valued and respected. Rather than equal treatment, the BIAWW strives to provide treatment based on the understanding that brain injuries affect everyone uniquely, depending on an individual's identity, social location, and history. BIAWW is also committed to providing equitable access to all activities, and to consideration for board, staff, and volunteer positions.

BIAWW will not discriminate against any staff, volunteers, board, and members because of their:

- Gender
- Race,
- Ethnicity,
- National origin,
- Age,
- Weight,
- History of intergenerational trauma due to colonization or racial prejudice,
- Sexual Orientation
- Sexual Identity,
- Education,
- Disability

To these ends, BIAWW strives to:

- See diversity, inclusion, and equity as fundamental to its mission, and the well-being of staff, volunteers, board members, and the communities we serve.
- Acknowledge and dismantle any inequities which prevent access to our programs, and services.
- Explore potential underlying, unquestioned assumptions that interfere with inclusiveness.
- Practice and encourage transparent communication in all interactions with staff, volunteers, board, and members.
- Commit time and resources to increase the diversity of our board, staff, volunteers, and committees.
- Lead with respect and tolerance. BIAWW expects all employees, board directors and volunteers to practice diversity and anti-racism in all interactions and through everyday practices as stewards of BIAWW.

BIAWW promotes diversity and inclusion by:

- Consulting with the communities BIAWW serves to get lived experience feedback about ways to improve inclusivity and diversity.
- Make incremental, measurable progress toward the visibility of diversity, inclusion, and equity efforts.
- Improve cultural leadership options by creating and supporting programs and policies that reflect the diversity of our communities.

Advocate • Educate • Connect • Empower

- Pool resources and expand offerings for underrepresented community members by connecting with other brain injury organizations committed to diversity and inclusion efforts.
- Develop a system for being more intentional and conscious of bias during the hiring, promoting, or evaluating process.

Note: While operating under these policies, BIAWW will always defer to provincial and federal legislation in these areas. This is a living statement that will continue to be adapted and expanded as we increase our cultural knowledge and incorporate more perspectives into our operations.