

### **CIUT- FM's Commitment to Diversity and Inclusion:**

At its core, the University of Toronto Community Radio Inc. values diversity and inclusion. We recognize that diversity within our volunteer body, staff, management team, and board of directors (governing body) contributes greatly to our knowledge and understanding of the University of Toronto's tri-campus student body, along with the communities within our broadcast area. This knowledge enables us to more effectively deliver content and services that will help us attract, grow, and engage our audiences.

We are committed to:

- Welcoming, valuing and promoting diversity among staff, students and with community organizations that serve diverse groups.
- Actively recruiting diverse individuals for internships, co-ops, volunteer positions and professional level experience.
- Cultivating a respectful, inclusive and accessible working and learning environment.
- Striving to ensure that the workplace, including our policies, procedures and practices, are free of deliberate or unintentional (systemic) barriers so that no one is disadvantaged.
- Developing a greater capacity to understand issues of power and privilege, and to ensure they are recognized and addressed.
- Working effectively in different cultural contexts to serve the needs of a diverse community and listening audience.
- Continuing to recognize, support, and build upon such initiatives as Pride, Black History Month, National Indigenous Peoples Day, International Francophonie Day, and more.

We will implement strategies, policies and practices inspired by this vision. We will continuously improve, through an ongoing process of evaluation and change, and make every effort to identify and remove barriers to inclusion

### **Definitions:**

The University of Toronto Community Radio Inc. bases all understandings and policies on these commonly accepted definitions:

*Diversity*: the presence of a wide range of human qualities and attributes within an individual,

group or organization. Diversity includes such factors as age, sex, race, ethnicity, physical and

intellectual ability, religion, sexual orientation, educational background and expertise.

*Inclusion*: appreciating and using our unique differences in a way that shows respect for the individual and ultimately creates a dynamic, multidimensional organization.

Reviewed and Approved by the Board of Directors: September 28, 2020

Effective Date: November 30, 2020