

## **Equity and Anti-Oppression Policy for Subscribers**

Last updated: January 2021

### **Purpose**

This policy ensures all non-profit organizations that access Volunteer Toronto services and products understand and commit to pursue equitable and anti-oppressive volunteer engagement practices, in line with Volunteer Toronto's values.

We define "equitable" as ensuring that every person has access to opportunities and supports, and that each individual's needs are honoured and accommodated so that they have equal access to these opportunities.

We define "anti-oppressive" as challenging biases, barriers, and power dynamics that may limit an individual's or group's ability to fully participate in an inclusive way. These may be related to age, race and ethnicity, citizenship, faith, ability, gender identity and expression, socioeconomic status, sexual orientation, and any further grounds for discrimination under the Ontario Human Rights Code.

### **Policy Statement**

Volunteer Toronto is committed to anti-oppression, anti-racism, and equitable and ethical engagement of volunteers. Volunteer Toronto does not tolerate any form of violence, harassment or discrimination by organizations that access its services. Volunteer Toronto also does not tolerate volunteer engagement practices or policies which harm or oppress any individual or group of people.

To this end, we are committed to:

- Mandatory anti-oppression and anti-racism training for all staff and facilitators, with a specific focus on anti-Black racism and anti-Indigenous racism;
- Reviewing and updating our human resources and hiring policies through an anti-oppression framework;
- Prioritizing partnerships and capacity-building with organizations that are led by Black people, Indigenous people, and people of colour;

- Dedicated space on our weekly and monthly platforms for BIPOC-led organizations to recruit BIPOC volunteers;
- Offering introductory, optional anti-oppression training for volunteer engagement (TBD- 2021) for all new and existing Subscriber organizations
- Providing clear reporting mechanisms for volunteers who experience discrimination, harassment, or oppression;
- Taking swift action when made aware of any instances of discrimination, harassment, or oppression, and providing ongoing support to volunteers who may have experienced harm;
- Transparent reporting to our stakeholders regarding our ongoing work in this area.

## **Subscriber Commitment**

Non-profit Subscribers of Volunteer Toronto commit to the values articulated in this policy when accessing posting services or learning opportunities, as well as in their volunteer engagement practices.

Specifically, Subscribers commit to creating volunteer positions and engaging with volunteers in a manner that:

- respects their humanity;
- strives to remove biases and barriers to participation and inclusion;
- does not tolerate or ignore discrimination
- is informed by a framework of equity and anti-oppression.

Subscribers also commit to engaging in continuous growth, learning, and improvement in these areas.

## **Termination of Services**

Volunteer Toronto reserves the right to suspend or expel any organization that contravenes the Subscriber Agreement.