



## Equity, Diversity and Inclusion Commitment 2023-24

Turning Point Youth Services (TPYS) serves youth and families who struggle with mental health and addiction issues, housing, health and food insecurity, and who may be involved with youth justice. These young people and their families face inequitable access and systemic barriers to much needed services and supports. Our staff are our greatest resource in enabling our clients to achieving their potential. Staff knowledge, experience, skills and identity are key to engagement with those who we strive to serve.

### Our Equity, Diversity and Inclusion (EDI) Commitment Objectives:

1. To use an Anti-Racism and Anti-Oppressive lens and best practice in Equity, Diversity and Inclusion that will inform our leadership and governance practices and priorities, service offerings, clinical practices, and human resources policies and practices.
2. To remove and address TPYS systemic barriers and oppressions that ensure that access and service is respectful, equitable and individualized according to the needs and perspectives of its clients.

These objectives fundamentally **recognize, understand and value** that:

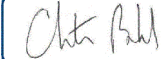
- The social, cultural, racial, sexual, religious, gender and linguistic diversity and strengths of individuals and who work and receive services at TPYS are essential to the **health, richness and growth** of these individuals and the organization.
- Individuals who work at or receive services from TPYS have diverse identities (e.g., social, cultural, racial, sexual, religious, gender and linguistic) and often experience **intersectional oppression**. Our anti-oppressive work and drive towards equity must recognize and address the complex interlocking of these oppressions.
- **Racism and other oppressions** create lack of access, equity and participation for young people and families from marginalized communities. Oppressive values, agency culture, structures and behaviours within TPYS can prevent young people, their families, and their allies from engaging in ways that fully reflect their abilities, experiences and contributions. We recognize that such barriers can limit not only their emotional wellness and contributions, but also their potential to engage effectively within TPYS at all levels;
- **Engagement and perspective** of young people and their families on services and service offerings at TPYS is critical;
- **Strength and asset based** approaches are essential in engaging young people and their families from diverse, often marginalized groups in Toronto. We believe that youth and their families have the capacity to make changes to their lives and are not passive recipients of “help” from professionals at TPYS;
- **Partnership and engagement** with communities and organizations that are committed to supporting and growing the youth and families that need service, removing barriers and improving access is essential.

## TPYS COMMITS TO:

- Providing an environment that is open, welcoming to all individuals, and free from all forms of oppression, including racism, homophobia, gender discrimination, ableism and religious bigotry.
- Ensuring access, fairness and equity within our organization's systems, structures, programs and practices for anyone who interacts with representatives of our organization.
- Addressing the significant and troubling disparities affecting members of the Black, Indigenous and People of Colour (BIPOC) communities. We recognize that the various disparities stem from the multiple forms of oppression that have existed and continue to exist in social institutions in Canada (e.g. school, justice system, and the broader community). TPYS acknowledges that historically and currently, these systems have benefited and privileged specific groups at the expense of others.
- A strength based approach that appreciates the diversity and complexity of all individuals who work and seek services at TPYS.
- Strategic, knowledgeable, informed and accountable EDI board and management leadership that addresses and dismantles racist and oppression based mindsets to building psychological safety. This approach will build on the vision, values and commitments of TPYS and the strengths and skills of staff and clients alike.
- Leadership establishing clear/concrete measurable goals/targets and actions that address systemic oppressions, increasing access and reducing barriers for those we serve. Actions shall be timely, resourced, supported and evaluated for impact and positive outcomes.
- Partnership with its clients, community and staff.
- Education and capacity building for staff and management.

TPYS board, leadership and staff shall be accountable for these commitments. This EDI commitment shall be reviewed and evaluated annually and the outcomes communicated to the board, leadership and staff.

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Chris Bouchard, Executive Director

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Donna Spagnolo, Chair of the TPYS Board of Directors