

Commitment to Equity, Diversity, and Inclusion

This past year the Society established an Equity Committee to champion the work of anti-racism and anti-oppressive practices within the organization and service model. In May 2022, the Board of Directors approved a motion to accept the agency's Equity, Diversity and Inclusion statement.

Our ongoing journey includes identifying and eliminating all forms of discrimination and systemic barriers so that we can become allies of the children, families, and staff. With each step we take, our goal is to ensure that we provide a safe and inclusive environment for those families and colleagues we work with. We are committed to treating all with respect and dignity; promoting the opportunity for everyone to reach their full potential.

Equity, Diversity And Inclusion Statement

The Children's Aid Society of Algoma acknowledges the oppressive history of child welfare and how we have contributed to the oppression of specific marginalized groups and members of the communities we serve. In recognition of the impacts of the systemic barriers that have contributed to oppression, we are committed to developing ongoing practices that are reflective, responsive, and that foster a culture of equity, diversity, and inclusion for individuals we serve and work with. We will strive to become allies ensuring we walk beside families.

Adopting anti-oppression and anti-racist practices sets the agency on a course of organizational change that will require all involved to challenge both personal and organizational values and practices that may be experienced as oppressive. We are committed to dismantling and working against oppression and racism including at the interpersonal, structural, and institutional levels.

