

INCLUSION CHARTER

OUR COMMITMENT
TO **WELCOMING** AND
INCLUSIVE COMMUNITIES

The **Inclusion Charter for York Region** is a community initiative that brings together businesses, community organizations, municipalities, police services, hospitals, school boards, conservation authorities and agencies with a common commitment to create an inclusive environment with equality for all who work, live and play here. Together our organizations share the vision of York Region as a welcoming and inclusive community where diversity is celebrated and where everyone can develop to their full potential, participate freely in society and live with respect, dignity and freedom from discrimination.

The Charter reflects an evolving approach in support of existing federal and provincial legislation that promotes human rights and accessibility. By endorsing this Charter we affirm our commitment to inclusion, whereby all people feel they belong and have access to the same opportunities.

THE CITY OF MARKHAM

Together with other participating organizations, The City of Markham is committed to taking action to achieve the vision of the Charter in our organization and in the community.

- We support every person's right to be treated in a respectful, dignified and equitable manner
- We embrace diverse perspectives and constructive conversations
- Markham will proactively address discrimination to foster a cohesive community where people feel welcome and encouraged to contribute
- We believe it is essential to continue to learn about and value differences

Markham will continue to proudly promote inclusion through our Diversity Action Plan and community engagement and hold all staff accountable to provide empathetic, diverse and inclusive service.

Endorsed by:

Frank Scarpitti
Mayor

Andy Taylor
Chief Administrative Officer

This 12th day of September, 2018.

