

Our Equity Statement includes a commitment to:

- Eliminating discriminatory and exclusive behaviour, policies, or practices that prevent or undermine the full and equitable participation of all who wish to join and pursue the mission of the organization.
- Taking the proactive steps to ensure that full and equitable participation is possible and will create an environment where Association members are respected for their abilities and potential.
- Building a culture in which equity, diversity, tolerance, and safety are fundamental.

To achieve the above Equity Statement, we agree to:

1. Respect each member of the group equally;
2. Ensure a diversity of voices are heard
3. Listen with intent;
4. Speak with purpose;
5. Be accountable, hold others accountable;
6. Ask questions, be curious, engage with other members;
7. Collaborate; and
8. Allow disagreements, but work through them with care and kindness.