



## **HELP MAKE BAYCREST A MORE INCLUSIVE WORK ENVIRONMENT**

### **JOIN THE DIVERSITY WORKING GROUP**

#### **What is the Diversity Working Group?**

The Diversity Working Group is a team of employees from across the organization that will come together to support Baycrest to pursue its Diversity Vision and Organizational Commitment

#### **What will be my commitment as a member of the Diversity Working Group?**

The Diversity Working Group is being established for a term of one year with the opportunity of that period being continued. The first meeting of the Working Group is planned to occur in September.

The Diversity Working Group will meet every second month for 2 to 4 hours each meeting. Staff participating in this Working Group will be replaced from their home positions where necessary in order to participate.

In addition to attendance at the meetings, Working Group members will participate in special training in the areas of diversity and inclusion in the workplace.

#### **What will the Diversity Working Group do?**

The Diversity Working Group will support Baycrest to become a more inclusive work environment in support of the overarching Diversity Vision.

The Working Group will do this by overseeing an organizational diversity and inclusion organizational audit. The group will discuss issues related to diversity and inclusion at Baycrest and make recommendations as to how to decrease barriers, increase visibility and otherwise to better pursue the Diversity Mission and Organizational Commitment.

Through their activities the Working Group Members will become highly trained embedded champions of diversity and inclusion throughout the organization.

#### **How can I join the Diversity Working Group?**

Baycrest is looking for motivated individuals (employees and volunteers) who are passionate about the topic of diversity and inclusion and who are committed to making Baycrest a more welcoming and inclusive environment for all persons regardless of differences. The Diversity Working Group membership should be reflective of the vast diversity of our staff.

Members will be selected for the Diversity Working Group based on the following criteria:

- The candidate demonstrates a passion for the subject matter and an eagerness to make a difference in this area
- The candidate selection will support the objective of having a wide array of different perspectives on the committee
- The candidate demonstrates a willingness to represent the importance of diversity and inclusion within their own work area



EMBRACING DIVERSITY  
AT BAYCREST

## DIVERSITY WORKING GROUP APPLICATION FORM

To apply to become a member of the Diversity Working Group please complete your responses to the following three questions on this form and submit to the Human Resources Department in hardcopy or by email to [humanresources@baycrest.org](mailto:humanresources@baycrest.org).

*Thank you in advance for your interest in supporting Baycrest to advance in this very important initiative.*

**Name:** \_\_\_\_\_ **Department:** \_\_\_\_\_ **Manager:** \_\_\_\_\_

**Date:** \_\_\_\_\_ **Email:** \_\_\_\_\_ **Phone:** \_\_\_\_\_

**1. Why would you like to be a member of the Diversity Working Group?**

**2. Why do you think that focusing on diversity and inclusion at Baycrest is important?**

**3. How would you support Baycrest's efforts to value diversity and to build inclusiveness?**