

Policy on Equity

Purpose

Calgary Outlink is a community based 2SLGBTQIA+ charitable organization that aims to provide support, education, outreach, and referrals for 2SLGBTQIA+ and allied communities in Calgary, Alberta. Additionally, Calgary Outlink has a history of causing harm to racialized members of our communities. Being mindful of these factors, Calgary Outlink maintains this policy to give guidance on how the organization can fulfill its mandate while ensuring it corrects for, and prevents further, the harm it has caused.

Persons Affected

The Calgary Outlink Membership and Service Users.

Policy Statement

1. Calgary Outlink recognizes that it is situated on and operated within the traditional Blackfoot territory and the original Treaty 7 Nations of this land; the Blackfoot Confederacy of the Siksika, Kainai, and Piikani Nations; as well as the Tsuu T'ina Nation; and the Iyârhe (Stoney), the Îyâxe Nakoda people of the Bearspaw, Chiniki, and Goodstoney Nations and acknowledges the Métis Nation of Alberta Region III who share a deep connection to this land.
2. Calgary Outlink shall prioritize gender and sexually diverse people in its operations.
 - a. Calgary Outlink shall also be mindful of other equity deserving people and the intersection of these people with gender and sexually diverse people.
3. Calgary Outlink shall endeavour to amplify the voices of equity seeking groups, with special attention to queer, trans, Black, Indigenous people, and people of colour when fulfilling its mandate of being a hub that promotes support and community connectedness for all gender and sexually diverse people.
4. Calgary Outlink recognizes that racism, colonialism, white supremacy, and other forms of power and oppression can manifest in many different forms, including but not limited to explicit actions or systemic structures; therein as an organization it must make conscious and explicit efforts to work against the effects of racism, colonialism, white supremacy, and other forms of power and oppression.
 - a. Further, Calgary Outlink recognizes that it is an organization based on colonialist and privileged structures and must actively work to dismantle these structures.
5. Calgary Outlink recognizes that it, and its Board of Directors, Staff, Volunteers and Service Users, have varying relations to systems of power that impact and guide how they interact with Calgary Outlink. To this end, Calgary Outlink shall, whenever possible, work to remove the negative impacts that these systems of power create.
6. Calgary Outlink recognizes that gender and sexually diverse people lead complex lives and that many types of issues are queer issues by virtue of the intersectionality of life.
 - a. Calgary Outlink recognizes that 2SLGBTQIA+ people are a gender and sexually diverse population, and that there is no “one size fits all” solution and that it

occasionally must go to additional lengths to address the needs of the population.

7. Calgary Outlink envisions a welcoming gender and sexually diverse community that fosters unity and resilience among its Members. In envisioning this, Calgary Outlink recognizes the intersectionality of a person's identity cannot be ignored in obtaining this vision.
8. Calgary Outlink recognizes that there are limitations to policy creations and that this document cannot and does not address all of the situations in which Calgary Outlink shall apply the principle of equity; nonetheless, it is the responsibility of Calgary Outlink to address issues that may be beyond the limitations of this policy, guided by above statements in its application of equity.

Responsibilities

1. It is the responsibility of the Ombudsperson to:
 - a. Be an external third party of the Board of Directors, to receive reports of cases of inequity within Calgary Outlink, and to bring these reports to the attention of the Board anonymously to be addressed.
 - i. If and when the Ombudsperson is selected, their contact information shall be posted on the Calgary Outlink website.
2. It is the responsibility of the Board of Directors to:
 - a. Address cases of inequity within Calgary Outlink and to be proactive in its responsibilities.
 - b. Maintain channels of communication for open dialogue with Service Users and the greater community around matters of equity.
 - c. Pay the Ombudsperson a yearly stipend, as mutually agreed upon between the Board and the Ombudsperson, for their service.
3. It is the responsibility of Staff to:
 - a. Report to the Board of Directors, or the Ombudsperson (if in place), and when appropriate address, cases of inequity within Calgary Outlink.
 - b. Maintain channels of communication for open dialogue with Service Users and the greater community around matters of equity.
4. It is the responsibility of Volunteers to:
 - a. Report to the Board of Directors, or the Ombudsperson (if in place), and when appropriate address, cases of inequity within Calgary Outlink.
 - b. Maintain channels of communication for open dialogue with Service Users and the greater community around matters of equity.
5. It is the responsibility of Service Users to:
 - a. Report to the Board of Directors, or the Ombudsperson (if in place), and when appropriate address, cases of inequity within Calgary Outlink.

Procedures

Reporting Concerns

1. See the Policy on Complaints & Grievances.

Staffing & Volunteer Recruitment

1. When recruiting new Board of Directors, Staff, and/or Volunteers, Calgary Outlink shall prioritize the hiring of individuals from equity seeking groups, with special attention to queer, trans, Black, Indigenous people, and people of colour. In enacting this, a Hiring Committee / Recruitment Committee, shall provide space to allow applicants to voluntarily self-disclose.
2. When recruiting new Board of Directors, Staff, and/or Volunteers, Calgary Outlink shall equally consider credentials and lived experience. In enacting this, if a Hiring Committee / Recruitment Committee lists an “experience” related criteria, it shall ensure that this criteria could be fulfilled by either a credential or lived experience.
 - a. i.e. An applicant should have either a [specific] college diploma or “X” years of related experience.

Land Recognition

1. Calgary Outlink shall create meaningful Land Recognitions for all events, meetings, functions, or similar gatherings according to relevant protocol.
2. The Facilitator of the event, meeting, function, or similar event, for which the Land Recognition is made, shall offer commentary regarding how the gathering(s) topic connects to the Land Recognition.

Areas Not Explicitly Covered within this Policy

1. This policy does not envision all the situations in which Calgary Outlink shall apply the principle of equity. Calgary Outlink shall use this policy as a guiding principle as new situations develop.

References

- Policy 14: Policy on Complaints & Grievances

Revision History

- January 15, 2024: reformatting & minor revisions
- December 19, 2022: new policy