

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 community. 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 the harm it has caused.

PERSONS AFFECTED

The Calgary Outlink Board of Directors, Staff, Volunteers, 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 Iyarhe (Stoney) Nakota people of the Bearspaw, Chiniki, and Goodstoney Nations and acknowledges the Metis Nation of Alberta Region III who share a deep connection to this land.
2. Calgary Outlink shall prioritize gender and sexually diverse peoples in its operations.
 - a. Calgary Outlink shall also be mindful of other equity deserving peoples and the intersection of these peoples with gender and sexually diverse peoples
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 & oppression can manifest itself 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 & oppression.
 - a. Further, Calgary Outlink recognizes that it is an organization based on colonialist and privileged structures and must actively work to overcome these structures.
5. Calgary Outlink recognizes that it, and its Board of Directors, its Staff, its Volunteers and its 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 peoples 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 addresses the needs of people.
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 the situations in which Calgary Outlink shall apply the principle of equity, nonetheless, it is the responsibility of Calgary Outlink to address these unidentified issues mindful of the above statements.

RESPONSIBILITIES

- It is the responsibility of the staff, volunteers, and service users to report to the Board of Directors, or the Ombudsperson if in place, and when appropriate address, cases of inequity within Calgary Outlink.
- It is the responsibility of the Board of Directors, as the governing body responsible for the organization, to address cases of inequity within Calgary Outlink and to be proactive in its responsibilities.
- It is the responsibility of the Board of Directors, the Staff, and Volunteers to maintain channels of communication for open dialogue with service users and the community around matters of equity.
- It is the responsibility of the Ombudsperson, if in place, to be an external third party of the Board, to receive reports of cases of inequity within Calgary Outlink, and to bring these reports to the attention of the Board in an anonymous way so that they might be addressed.
 - If and when the Ombudsperson is selected, their contact information shall be posted on the Calgary Outlinks website.
- It is the responsibility of the Board to pay the Ombudsperson a yearly stipend mutually agreed upon between the Board and the Ombudsperson for their service.

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 gender and sexually diverse people. In enacting this, the 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 the 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. For example "an applicant should have either a [specific] college diploma or X years related experience."

Land Recognition

1. Calgary Outlink shall read aloud a land recognition at all events, meetings, functions, or similar gatherings according to relevant protocol.

2. The organizer and/or facilitator of the event, meeting, function, or similar event for which the Land recognition is read aloud shall make sure the land acknowledgement is made and shall offer commentary regarding how the gathering/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.

REVISION HISTORY

- December 19, 2022: New Policy.