

**Inclusion Policy**

**PURPOSE**The purpose of this policy is to provide a clear description of what constitutes an inclusive environment, and how it promotes relationships based on equality and respect for diversity at the Caledon Parent-Child Centre (CPCC).

**SCOPE**

This policy provides guidance and direction to all individuals engaged in CPCC activities and the management of those activities. It applies to all CPCC staff, volunteers and individuals or groups in all programs and projects undertaken by or on behalf of the CPCC. This includes Board of Directors, advisory committees, consultants and partners in all areas of service and locations within the CPCC.

**LEGISLATIVE AUTHORITY**

**Ministry of Education - Child Care and Early Years Act, 2014 –** Part VI - Service System planning for child care and early years programs and services. Provincial Interest - #49 (1) It is a matter of provincial interest that there be a system of child care and early years programs and services that, (f) respects equity, inclusiveness and diversity in communities.

**The Canadian Charter of Human Rights and Freedoms** – states that: all individuals must be treated equally, regardless of their race, national or ethnic origin, colour, religion, sex, age or mental or physical disability.

**Canadian Human Rights Act** – states that: employer and service providers are required to accommodate special needs, including those of people with disabilities, short of undue hardship.

**DEFINITION**

Inclusion: *“An approach to practice in early learning and care settings where all children are accepted and served within a program and where each child and family experiences a sense of belonging and no child or family is stigmatized or marginalized. Inclusion means to bring people in, rather than to exclude them – in thought, word or deed.”* (College of Early Childhood Educators Code of Ethics and Standards of Practice, p. 30 – Source: Child Care Human Resources Sector Council, Occupational Standards for Early Childhood Educators, p. 110.)

**POLICY STATEMENT**

The CPCC shares a vision for society, emphasizing that everyone belongs and deserves to be supported in reaching their dreams and fullest potential. In order to meet this vision, CPCC settings are committed to supporting diverse populations, attracting and retaining a diverse workforce, building and strengthening partnerships, and fostering an environment free of discrimination and harassment in accordance with the Ontario Human Rights Code.

**GUIDING PRINCIPLES**

We Believe:

* Each and every child is an individual;
* Every family brings unique life experiences and orientations that enrich the environment and human interactions;
* Welcoming and inclusive environments create friendly access points that enhance child and family well-being;
* Equitable and inclusive practices celebrate diversity, encourage belonging and support the optimal development of all children; and
* Active collaboration with diverse communities and professionals facilitates community partnerships for the benefit of all children and families.

**POLICY AND PROCEDURES**

The Caledon Parent-Child Centre acknowledges, respects, values and celebrates the diversity of the people who make up our community. Diversity includes, but is not limited to: aboriginal status, age, appearance, beliefs, culture, education, ethnicity, gender, geographical location, family composition, income, language, literacy levels, marital or parental status, occupation, physical and mental ability, place of origin/nationality, race, religion or creed, sexual orientation, socio-economic status.

Inclusion is a core value at the CPCC and is reflected in all aspects of the organizational culture. *“We operate in the spirit of inclusion and tolerance whereby all individuals feel valued and respected.”* It shall make every effort to see that its structure, policies and systems reflect all aspects of the total community and to promote equal access to all. CPCC encourages individuals to participate fully and to have complete access to its services, employment, governance structure and volunteer opportunities. The CPCC strives to ensure that:

1. Programs are delivered in such a way that systemic barriers to full participation and access are addressed and so that positive relations and attitudinal change towards marginalized groups are promoted;
2. Discriminatory or oppressive behaviours are not tolerated;
3. Services are provided with sensitivity to the influence of power and privilege in all relationships, including service relationships, and are delivered in keeping with anti-oppression principles;
4. Individuals who engage in CPCC services are valued participants who have opportunities to shape and evaluate our programs;
5. Physical environments, including toys, books, equipment and resources, reflect a rich and diverse demographic landscape;
6. Communication materials present a positive and balanced portrayal of people’s diverse experiences;
7. Services and locations are flexible, accessible and responsive to participants’ diverse needs;
8. Administrative practices, programs and learning environments promote equality and inclusion creating an environment that celebrates cultural, linguistic, social and racial differences;
9. Staff gain new perspectives from their own self-reflections and that of others to nurture a sense of belonging, engagement, expression and well-being;
10. Early learning environments and programs are designed to recognize children’s unique abilities, and adapted to suit the child;
11. Board leadership and employees acquire the knowledge, skills, attitudes and behaviours necessary for identifying and eliminating bias and discrimination;
12. Collaboration with diverse community partners and professionals serves to strengthen responsiveness to unique exceptionalities (Peel Inclusion Resource Services, Success by 6, PEP-Start, etc.).

**ACCOUNTABILITY**

The CPCC commits to an annual review to ensure the policy remains relevant, effective and appropriate. Any concerns or complaints relating to this policy should be brought to the attention of the Executive Director.

**SUPPORTING POLICIES**

In addition to the Inclusion Policy, the CPCC has developed workplace policies that further support the standards of inclusion including the Human Resources Policy, Human Rights/Anti-Bias Policy, Anti-Harassment Policy, Anti-Violence Policy and the Accessibility Standards for Customer Service Policy.

**DOCUMENT INFORMATION**

**Version History**

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