

SQUAMISH COMMUNITY FOUNDATION RECONCILIATION, JUSTICE, EQUITY, DIVERSITY AND INCLUSION POLICY

BOARD APPROVAL DATE	May 13, 2025
DATE OF LAST REVIEW	
REVISED AND APPROVED	

Summary

The Squamish Community Foundation (the “Foundation”) is committed to fostering a culture rooted in reconciliation, justice, equity, diversity, and inclusion (RJEDI). This policy is designed to ensure that the Foundation’s practices, decisions, and relationships are guided by respect, fairness, and accountability to all members of the community. As a result, this policy provides guidance to embed RJEDI principles across the Foundation’s operations and community engagement.

Part 1: Purpose

1. The Squamish Community Foundation (SCF) is committed to advancing reconciliation, justice, equity, diversity, and inclusion for *equity-denied groups*, in all aspects of our work. This policy outlines our commitment to fostering a culture that values and reflects the diversity of our community, and to ensuring that our practices and decisions are inclusive, fair, and responsive.
 - a. *Equity-Denied*: These terms refer to communities and groups that face significant, systemic barriers to participation in society. These barriers may be attitudinal, historical, social, or environmental, and are often rooted in factors such as race, ethnicity, age, gender identity, gender expression, sexual orientation, disability, economic status, and nationality, among others. (Source: Glossary, Canada Council for the Arts)
2. We recognize that equity-denied groups—those who face systemic barriers to participation, access, and opportunity—have historically been excluded or marginalized. SCF is dedicated to identifying and addressing these inequities through intentional, sustained efforts that promote belonging, social justice, and equitable outcomes across all areas of our organization.

Part 2. Guiding Principles

1. *Reconciliation*: We honor the unceded territory of the Sk̓wx̓wú7mesh Úxwumixw (Squamish Nation), recognizing the importance of decolonization, and the Truth and Reconciliation Commission's Calls to Action.
2. *Justice*: We commit to identifying and dismantling systemic barriers that limit access and opportunity for historically marginalized communities.
3. *Equity*: We prioritize equity over equality, recognizing that people need different support to achieve fair outcomes.
4. *Diversity*: We embrace and celebrate the wide range of lived experiences, identities, and perspectives in our community.
5. *Inclusion*: We actively create spaces where all voices are heard, valued, and empowered.

Part 3: Reconciliation, Justice, Equity, Diversity, Inclusion ("JEDI"), and Safe Workplaces

1. The Foundation embraces a culturally safe and inclusive workforce that represents the communities it serves. The Foundation recognizes that power imbalances are inherent in western systems and is committed to using trauma-informed, community-driven engagement to create a more ethical way to engage with equity-denied groups.
2. The Foundation is committed to the promotion of diversity and inclusiveness in all recruitment practices and a work environment where individuals are valued, treated fairly, and given the opportunity to use their talents and abilities.
3. Discrimination based on Indigenous identity, race, color, ancestry, place of origin, religion, marital status, family status, physical or mental disability, sex, sexual orientation, gender identity or expression, age, or class of person is not acceptable and will not be tolerated. You will be treated with dignity, respect, and fairness consistent with human rights legislation and the Foundation's commitment to reconciliation, justice, equity, diversity, and inclusion.

4. The Foundation will promote an environment that is safe and respectful and free from bullying, harassment, discrimination, violence and other unacceptable behavior.

Part 4: Fund Development and Donor Stewardship

1. SCF is committed to building ethical, trust-based relationships with donors and funders grounded in transparency, accountability, and mutual respect.
2. All solicitation materials will be truthful and accessible, and all communications will reflect SCF's values of reconciliation, justice, equity, diversity, and inclusion.

Part 5: Grantmaking and Community Investment

1. In grantmaking, the Foundation respects the rights of grant seekers and grantees and will enable constructive relationships based on mutual respect and shared goals. The Foundation is committed to using a trust-based philanthropic approach and to clear and timely communication with grant seekers and grantees, treating all fairly and respectfully.
2. The Foundation also recognizes that it is accountable for ensuring grants are accessible, especially for populations and organizations that have traditionally experienced barriers to accessing Foundation grants. We recognize the systemic inequities that have historically limited access to funding for many equity-denied communities.
3. The Foundation will regularly review program effectiveness and will implement mechanisms to promote learning from its activities and will respond to the needs of our community.

This policy will be reviewed every 2 years.