



Diversity, Equity, and Inclusion Statement of Commitment Envision Counselling Services

Envision Counselling Services is committed to supporting diversity, equity, and inclusion. We value the diversity of the people we serve and recognize and respect individual differences and similarities.

We understand that diversity can include a variety of other personal characteristics.

Our commitment to diversity includes all groups protected by the Ontario Human Rights Code. We recognize that an individual's needs and experiences may reflect intersecting membership in more than one of those groups.

To effectively advance access to mental health supports and services, Envision Counselling Services believes we must engage in the full range of human experience paying particular attention to groups who have experienced inequity – past or current – and those who have experienced exclusion or barriers in society.

Our *Diversity, equity, and inclusion statement* applies to our activities and includes:

- The clients we serve
- The community as a whole
- How we communicate with others
- Our workplace environment and employment practices
- Our relationships with all individuals and groups interested in accessing to mental health support and services.

Our commitment to equity, diversity, and inclusion allows us to better achieve our mission by ensuring that our services are responsive to individual and community needs. We intend to continually improve how we apply principles of diversity, equity, and inclusion to all our activities and are convinced that this improves the depth of services that our clients deserve.

We welcome your input into how our services may be improved. Please contact Taylor McAllister, MSW RSW at taylor@envisionsm.com.