



Diversity and Inclusion Statement

At OG CANADA, a diverse, inclusive, and equitable space is one where all members and volunteers, whatever their gender, race, ethnicity, national origin, age, sexual orientation or identity, education or disability, feels valued and respected. We are committed to a nondiscriminatory approach and provide equal opportunity for membership and advancement in all areas of our organization. We respect and value diverse life experiences and heritages and ensure that all voices are valued and heard.

We're committed to modeling diversity and inclusion for the entire Orton-Gillingham and special education industries, and to maintaining an inclusive environment with equitable treatment for all.

To provide informed, authentic leadership for cultural equity, OG CANADA strives to:

- See diversity, inclusion, and equity as connected to our mission and critical to ensure the well-being of our members and volunteers and the communities we serve.
- Acknowledge and dismantle any inequities within our policies, systems, programs, and services, and continually update and report organization progress.
- Explore potential underlying, unquestioned assumptions that interfere with inclusiveness.
- Advocate for and support board-level thinking about how systemic inequities impact our organization's work, and how best to address that in a way that is consistent with our mission.
- Practice and encourage transparent communication in all interactions.
- Commit time and resources to expand more diverse leadership within our board, staff, committees, and advisory bodies.
- Lead with respect and tolerance. We expect all members and volunteers to embrace this notion and to express it in workplace interactions and through everyday practices.

OG CANADA abides by the following action items to help promote diversity and inclusion in our workplace:

- Pursue cultural competency throughout our organization by creating substantive learning opportunities and formal, transparent policies.
- To make incremental, measurable progress toward the visibility of our diversity, inclusion, and equity efforts.
- Pool resources and expand offerings for underrepresented communities by connecting with other related organizations committed to diversity and inclusion efforts.
- Develop a system for being more intentional and conscious of bias during the volunteer hiring, promoting, or evaluating processes.
- Advocate for policy that promotes diversity, inclusion, and equity. Challenge systems and policies that create inequity, oppression and disparity.