

Diversity & Outreach: An Investment In Our Future

- Initiate organizational change and enhance organizational capacity through a process that includes mutual interaction and partnerships
- Engage the diverse communities of Peel and increase the awareness of United Way of Peel
- Build capacity – enhance management practices internally for a diverse and retentive workforce

Standards of Excellence

UWPR's Diversity & Outreach initiative is guided by United Way of Canada's Standards of Excellence document component one: **Engagement and mobilization of the community – standards 1.1 – 1.5**

- Know the community;
- Engage with the community;
- Build a shared community vision and action plan
- Build and sustain effective relationships
- Build collaborations
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It is further embedded in UWPR's Strategic Directions 2007-2011

Current Landscape & Resources Secured

- 2006 Census data reinforces initiative
- Diversity policy approved March 2006; reviewed to update language April 2008
- Internal Diversity Working Group established and active; Terms of Reference approved, representation from each department
- 3 years of funding from Canadian Heritage on going (\$131,052)

- One time allocation of \$25,000 from MCSS (2007)
- Project funding of \$14,000 from Ministry of Citizenship and Immigration (2008)

Moving from Theory to Action to Meaningful Change; Accomplishments:

- Research completed & reports submitted on the Black and South Asian communities
- Literature review on the Chinese community conducted & validated by the community in December 2007
- Review of internal policies & procedures completed and report submitted
- Translation of key messages on website into Chinese, Polish & Punjabi
- Establishment and official launch of Chinese Advisory Council
- Hosting of Beijing delegation October 2007
- Acknowledgement of significant holidays publicly & internally
- Diversity added as a core competency to performance appraisal tool
- Evaluation framework established & implemented

“Building An Inclusive Organization Together”