



Tipi of Hope Foundation
Diversity and Inclusion Commitment

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Introduction

We recognize and acknowledge that we work better together as a unified team. To that end, diversity and inclusion are the core of our organization. We commit to increasing diversity today to lead to a better tomorrow.

Board Diversity and Inclusion Commitment

We continue to strive to work towards the following:

- Include a mix of male-identified, female-identified, and gender-diverse Board Members.
- Being Indigenous-led (with a President and Vice President who are Indigenous).
- 50% Indigenous representation on the Board.
- A minimum of one Director who is:
 - Two-Spirited, Lesbian, Gay, Bi-sexual, Transgender, Queer (or Questioning). The plus sign represents other sexual identities, such as pansexual or asexual. We might use the acronym 2SLGBTQ+.
 - We place 2S first in 2SLGBTQ+ as bringing 2S to the forefront of the acronym acknowledges the specific oppression of Queer Indigenous folks.
 - Métis.
 - Inuit.
 - First Nation.
 - A Newcomer to Canada.

Beyond our commitment, some members of our current Board are also neurodivergent and disabled. We support these Board Members sharing this and support them.

We commit to the following:

- Intentionally creating our Policies, Procedures, and Processes for diversity, including a Respectful Foundation Policy.
- Facilitating the Use of Pronouns
 - Gender-inclusive language is an essential part of demonstrating diversity and inclusion.
 - We direct that our Board Members, Employees, and Volunteers share their pronouns to create an inclusive working environment. The pronouns will be in the following format Indigenous/First Nations/She/Her, Indigenous/Inuit/He/Him, and non-Indigenous/He/They, etc.
 - Ways to introduce this will be included on business cards, social media handles, or email signatures.
- Proactively promoting a diverse pool of reconciliation advocates, supporters, and leaders.
- Seek speaker engagements that promote a high level of diversity.
- Work alongside the government to ensure the acknowledgment of the National Day for Truth and Reconciliation.
 - Note: not all Provinces and Territories in Canada recognize this day.

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- Celebrating Differences
 - Pride Month Celebrations
 - Recognize significant calendar events such as Black History Month and International Women’s Day
 - Invest in Indigenous, Gratitude, and Prayer Moments in Meetings.
 - Collective Responsibility
 - We will hold each other accountable for implementing, seeing through, and continuously striving to improve diversity and inclusion efforts.
 - The Foundation will provide Reconciliation courses and/or programs for deaf or hard-of-hearing participants.
 - Includes closed captioning or sign language during video or audio material creation.
 - Writing an image description for all images, graphics, and videos on our website or social media starting January 2023. This will help ensure that blind, low vision or visually impaired users of our website or social media can have the same experience as those without visual impairment.
 - This will be written in an object–action–context format.
 - The object is the main focus. The action describes what’s happening, usually what the object is doing. The context describes the surrounding environment.
 - Given Startup costs, materials are in English only. Once funding is in place, we will consider other languages.
 - The celebration of Christmas can be challenging, and many cultures do not celebrate Christmas. With this in mind, we will instead explore sending land-based or winter solstice greetings or messages.
 - As we create the Newcomer Program, we will translate the English version of the Program into other languages. These will be:
 - French
 - Mandarin
 - Cantonese
 - Punjabi
 - Spanish.

Given the translation to other languages, the Foundation will reach out to members of these communities for similarities between their cultures and Indigenous cultures. This will be reflected in each version of the Newcomer Program.