

Diversity, Equity and Inclusion 2023

SCA Inc. reaffirms the Society's commitment to our own equity journey, the diversity of our members and participants and the opportunities this creates to become a more inclusive organization that champions and demonstrates chivalry and honor.

Diversity is about what makes each of us unique and includes our backgrounds, personality, life experiences and beliefs, all the things that make us who we are. It is a combination of our differences both visible and invisible that shape our view of the world, our perspective and our approach.

Inclusion occurs when people feel, and are, valued and respected, allowing us to learn from, and connect with, each other. When we feel we are included, we feel we belong.

Equity recognises that everyone is different, that varying levels of advantage or disadvantage exist in the societies in which we live, and that different people may require different supports and investments to succeed and realize their potential and opportunities.

DEI is any policy or practice designed to make people of various backgrounds feel welcome and ensure they have support to perform to the fullest of their abilities.

Strategic Objectives

- *To promote the value that inclusion brings to the Society and its communities*
- *To attract and support a diverse membership that lives our values*
- *To value, engage, and include the rich diversity of our membership in our systems and practices*

Key Principles

- *Effective DEI initiatives benefit the Society*
- *Acknowledgement of the lived experiences of the Society's participants*
- *Respect that better practice is informed by practitioner expertise*
- *Transparency through regular communication*

Immediate Actions

- *Appoint a Corporate DEI Officer*
- *Hire an external DEI consultant to work in cooperation with the DEI Officer, key Corporate Officers and the Board in recognition of the scale of this work*
- *Review the DEI role/office and adjacent offices*
- *Develop an updated DEI strategy for the Society, supported by a measurable action plan with appropriate resources*

Goals

- *A DEI Office that meets the needs of the Society with clearly defined roles and responsibilities, based in current DEI professional practice and reflected in our operational documents*
- *A strategic plan for further refining and supporting DEI across the Society, backed by investment and role-relevant education*
- *The Society is positioned to become a more diverse organization that welcomes and values the different strengths its participants offer*
- *Safer, more inclusive spaces through improved education and behaviors that benefit everyone*