



# DIVERSITY, EQUITY AND INCLUSION CHARTER



Achēv is committed to promoting diversity, equity and inclusion and to creating opportunities that empower people to achieve their full potential. We invite both staff and client input; we strive to attract and retain a diverse workforce where employees are inspired to provide an atmosphere of respect and encouragement for all. Through our policies, practices and professional development, we aim to increase awareness and reduce barriers in order to positively influence the communities we serve.

## Diversity

is any dimension that can be used to differentiate groups and people from one another. It means respect for and appreciation of differences based on prohibited grounds. Diversity is about appreciating the variety of unique dimensions, qualities, and characteristics we all possess.

## Equity

is a condition or a state of fair, inclusive, and respectful treatment that recognizes and acknowledges the accommodation of differing needs and expectations. Equity acknowledges the fact that equal treatment does not always yield equal results.

## Inclusion

is involvement and empowerment where the inherent worth and dignity of all people are recognized. An inclusive organization promotes and sustains a sense of belonging. Such an organization values and practices respect for the talents, beliefs, backgrounds, and ways of living of its members.

## Vision

Changing people’s lives as they discover their potential and achieve their purpose.

## Values

Client Focused, Engaged Employees, Adaptable and Innovative, Service Excellence, Commitment to Growth, Open and Transparent, Appreciating Diversity

## Commitments

To realize our vision and values, Achēv is committed to:

**1** Supporting vibrant communities where diverse people can come together.

**2** Integrating the values of equality and inclusion into personal lives, work, and relationships.

**3** Creating safer spaces that foster mutual understanding, respect and growth.

**Tonie Chaltas**  
Chief Executive Officer (CEO)

**Robert Olson**  
Chief Operations Officer (COO)

**Moya MacKinnon**  
Vice President, Employment & Newcomer Services

**Karen McNeil**  
Vice President, Language Services

**Oscar Bolivar**  
Director, Finance & Administration

**Teresa Landry**  
Sr. Director, Human Resources