



**Umbrella Family and
Child Centres of Hamilton**

1.1 EQUITY, DIVERSITY, INCLUSION, AND BELONGING (EDIB) STATEMENT

MANUAL	Child Care Centre Program Policy Manual
SECTION	1- Belonging
POLICY	1.1 Equity, Diversity, Inclusion and Belonging Statement
LAST REVISED	July 31, 2024

EDIB STATEMENT

At Umbrella Family and Child Centres of Hamilton, we believe that equity, diversity, inclusion, and belonging are essential to creating a welcoming and supportive environment for all children, families, and staff members. We strive to build an inclusive community that values and respects the unique identities and experiences of all individuals, regardless of race, national or ethnic origin, colour, religion, sex, age, or mental or physical disability, sexual orientation, gender identity, residency, marital status, or citizenship.

We are committed to providing a safe and nurturing environment that promotes the physical, emotional, and cognitive well-being of all children, families, and staff members. We recognize that every child, family, and Umbrella employee is unique, and we embrace individual differences as a strength that enriches our community. We also recognize that our staff and families come from diverse backgrounds, and we are dedicated to fostering a sense of belonging, respect, and empathy among all members of our organization.

We believe that equity, diversity, inclusion, and belonging are essential components of being an exceptional employer and to providing quality childcare. We are committed to continuous learning and improvement in these areas. We actively seek out and celebrate the diversity of our children, families, and staff, and we work to ensure that all members of our Umbrella community feel valued, supported, and empowered.

Achieving equity, diversity, inclusion, and belonging is an ongoing process, and we are committed to listening to the voices of our community and continuously improving our policies and practices to create a more equitable and inclusive organization.

At the Umbrella, we are proud to be a community that embraces diversity and works to create a more equitable and inclusive world for all children, families, and staff.