



## Values Statements

### Diversity and Inclusion

We believe that diversity, equity, and inclusion are fundamental values that must guide all of our work.

We are committed to fostering a culture of inclusivity that recognises and celebrates the unique perspectives, experiences, and identities of all grandcarers, including those from historically marginalized and underrepresented communities.

To this end, we are committed to the following:

**Diversity:** We recognise and appreciate the rich diversity of the community, including differences in race, ethnicity, gender, sexual orientation, age, religion, and ability. We strive to create an environment that is welcoming and inclusive of all individuals and families, regardless of their background or identity.

**Equity:** We recognise that systemic barriers and discrimination have created unequal opportunities and outcomes for many individuals and communities. We are committed to promoting equity by identifying and addressing these barriers, and working to create a level playing field for all grandcarers and their families.

**Inclusion:** We believe that everyone deserves to be heard, valued, and respected. We are committed to creating an inclusive culture that actively seeks out and values diverse perspectives, and fosters a sense of belonging for all.

**Cultural Competence:** We recognise that cultural competence is critical to effectively serving and supporting diverse communities. We are committed to continuously improving our cultural competence through training, education, and ongoing dialogue with community members.

**Non-Discrimination:** We do not discriminate on the basis of race, ethnicity, gender, sexual orientation, age, religion, or ability in any of our programs or services. We are committed to creating a safe and supportive environment that is free from discrimination, harassment, or prejudice.