

ANTI-RACISM POLICY

Statement of Commitment

The Co-operative Development Foundation of Canada (“CDF Canada”) recognizes a legacy of racial injustice that results in power relationships between developed and developing countries.

In this regard, CDF Canada is fully committed to:

- Upholding the values of equality, dignity, inclusion, and human rights.
- Understanding race in the context of planetary problems including sustainability, collective prosperity, and justice.
- There is a zero tolerance of racism in any form and this declaration is explicitly communicated throughout the organization and in all CDF Canada projects and programming.
- Ensuring CDF Canada uphold the dignity and self-determination of the people and communities we serve around the world.
- Striving to ensure that CDF Canada policies, practices and procedures do not disadvantage others and are reflective of racial equity.
- Proactively seek diverse partners, volunteers, contractors to demonstrate representation in all aspects of our work.
- Ensuring adherence to CDF Canada diversity, equitability and inclusiveness policies in our practices and organizational culture at large.
- Recruiting key positions from the local communities in the countries where we work.
- Devising safe and equitable work environments throughout the organization globally, including in decision making and senior roles.
- Expect project leaders to demonstrate their efforts to address inequities beyond their verbal commitment to diversity and inclusion.
- Amplify the voices and experiences of local in-country staff, particularly women, from the countries and communities where we work.
- Consistently include local staff in the creation of monitoring and evaluation tools to ensure accurate and pertinent reflections of what people and communities in developing countries need, how much they need, set up the parameters for delivery of what they need and create an inclusive mechanism for monitoring how identified needs are being met.
- Building bridges that connect headquarters to country offices in a meaningful and intentional manner with a clear focus that supports the leadership and professional development of local in-country staff.
- To ensure that the leaders, partners, and beneficiaries of CDF Canada country programs are included in all stages of program development to ensure buy-in and consent of recipients is considered.

Human Resources

January 15, 2021

Executive Director Approved

ANTI-RACISM POLICY

Statement of Commitment

I hereby acknowledge I have received a copy of the Anti-Racism Policy.

I have read the Policy and understand its contents, including the zero-tolerance statement. I understand CDF Canada considers any allegation of anti-racism to be an extremely serious matter!

I understand I should speak with my supervisor or the appropriate CDF Canada representative with regard to any questions I may have regarding the Anti-Racism Policy. I further understand CDF Canada has issued the Policy for guidance purposes only and it does not intend for the Policy to create a contract of employment or any type of binding obligation on CDF Canada.

CDF Canada may periodically review the Anti-Racism Policy and reserves the right to amend or interpret the Policy as it deems appropriate in its sole discretion.

A copy of this acknowledgment form shall be placed and retained in the personnel records file.

Print Name

Signature

Date