

## MULTICULTURISM

### **POLICY**

SEOCHC acknowledges that people from many linguistic, racial, ethnic, cultural and religious backgrounds live in South-East Ottawa and that the life of our community is strengthened and enriched by their presence.

South-East Ottawa CHC recognizes that people of diverse backgrounds encounter barriers to full participation in society. In particular, they may have difficulties gaining access to linguistically and culturally appropriate mainstream health and social services.

In accord with the Ontario Human Rights Code (1981), it is the goal of this organization to serve all residents of the community regardless of their “race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, age, marital status, family status or handicap”.

1. Program planning will in all cases take into account the demographic profile of the community, including the mother-tongue language, countries of birth, and ethnic background of the residents.
2. Contact will be maintained with diverse linguistic and cultural groups in the community with a view to maintaining communication and undertaking joint initiatives.
3. Relationships will be established with mainstream organizations similar to SEOCHC to plan and coordinate programs, which enhance services to the diverse groups within the community.
4. A communications strategy will be developed to promote the integration of members of diverse groups into the community.
5. The needs of those whose first language and culture is other than English or French will be recognized. We will ensure access to appropriate resources at the Centre as far as possible, and will refer to appropriate resources when necessary.
6. The cultural sensitivity of staff will be influenced through hiring policies and practices, and staff training and development aimed at increasing their ability to serve members of diverse linguistic, racial, cultural and religious groups, and persons from the GLBTTQ community.
7. Representative numbers of ethnic and racial minorities will be nominated for election to Board positions with a view to the Board reflecting the diversity of the community.

<b>Date of Approval: April 18, 1996</b>
<b>Approved By: Board of Directors</b>
<b>Date of Revision: April 8, 2004</b>