POLICY:	POLICY No.
Diversity and Inclusion	**E-3**
EFFECTIVE DATE AS OF: **October 22, 2024**	PRIOR VERSIONS: **February 12, 2019**

1. Policy Purpose:

The purpose of this policy is to promote and foster a culture that supports diversity and inclusion at the MITT board level and throughout the Institute.

2. Policy:

The board is committed to respecting, fostering and supporting diversity and inclusion at the Manitoba Institute of Trades and Technology (MITT) at the board level and throughout the organization. The board actively values differences and recognizes that people from different backgrounds and experiences can bring valuable insight into the organization. The diverse population of Canada and Manitoba is recognized and appreciated. The board believes that a truly inclusive organization benefits all stakeholders and is a key competitive advantage.

The board promotes fair and equitable access to all MITT services and supports the rights of all persons to freedom from discrimination based on ancestry including colour and race, nationality or national origin, ethnic background or origin, religion or creed, age, sex, gender identity, sexual orientation, marital or family status, same sex partnership, source of income, political belief, association or activity, physical or mental disability, or social disadvantage. Discrimination will not be tolerated.

The board through the President has an expectation that the values of diversity and inclusion will be part of MITT's corporate culture and that all members of the MITT community including board members, staff, students, visitors, volunteers, contractors and suppliers will be treated with respect and dignity.

MITT shall strive to create and foster a supportive and understanding environment in which all individuals can realize their maximum potential. The principles of diversity and inclusion shall be integrated into everyday practice at MITT. Diversity awareness shall be an ongoing, evolving learning process and shall include critical self-evaluation.

In recognition of the importance of diversity and inclusion, the board shall promote diversity as a source of enrichment for MITT in guiding policy development, operational practices, service delivery and curriculum development.

3. **References:**

The Human Rights Code of Manitoba

MITT Administrative Policies:
CC-2 Respectful Workplace, Harassment Prevention and Non-Discrimination
CC-7 Equity, Diversity and Inclusion Statement