



We would like to acknowledge all those who attended the “No Peace Until Justice” March in Ottawa on June 5<sup>th</sup> in order to speak out against the murder of George Floyd in the U.S. and all past and ongoing injustices against Black people, Indigenous, Inuit and Métis peoples, people of colour, people who identify as LGBTQ2S+ and others marginalized by society. We encourage and support everyone to continue to speak out in ways that reflect their sense of justice and fairness, both in their personal and professional journey, to fight oppression and to change society so that everyone is safe, welcome and has a voice.

At RSC we are aware that we must listen, learn and be a part of changing our piece of society for the better. While we firmly believe that individuals at all levels of the organization do their best to be inclusive, and we work towards being a more diverse workplace, we must do better, every day. We want everyone who seeks services from RSC, works for RSC or is associated with RSC to feel safe, respected and heard.

We are committed to actively listen to those whose voices have not been heard, and to closely examine our policy and our practices around diversity and inclusion, including our treatment and support programs, hiring practices, our interview formats, and our evaluation practices. We would like to include the voices of our staff, our youth and their families in all areas of RSC to ensure that we are looking together from a diverse lens.

We recognize that this is not your responsibility, it is ours. If you want or are able to contribute to assisting in making these changes, we would very much appreciate the help in any way you see fit. This could include being a part of a working group, making suggestions and giving feedback to Human Resources on our recruitment practices and identifying where improvements can be made or identifying areas that create an environment that is not safe and inclusive for everyone. This also includes a commitment to holding RSC and all employees responsible and accountable for any form of discrimination, intimidation, bullying, harassment or creating an environment that does not foster inclusion and personal and professional growth. We will listen; together, we can act. You may contact us via phone, email or anonymously via <https://www.robertssmartcentre.com/contact-us/>