



PACIFIC LEGAL EDUCATION  
AND OUTREACH SOCIETY

# Pacific Legal Education and Outreach Society

March 2022

## Indigenous Recognition and Diversity, Equity, Inclusion Policy

At Pacific Legal Education and Outreach Society (PLEO), a diverse, inclusive, and equitable workplace is one where all employees and volunteers, whatever their gender, race, ethnicity, national origin, age, sexual orientation or identity, education or disability, feels valued and respected. We are committed to a nondiscriminatory approach and provide equal opportunity for employment, contracting/procurement and advancement in all of our work and programs. We respect and value diverse life experiences and heritages and ensure that all voices are valued and heard.

We recognize that we live, work and play on the traditional often unceded territories of many Indigenous Nations and tribes throughout what is known as British Columbia and across Canada. We're committed to modeling diversity and inclusion for the non profit sector, and to maintaining an inclusive environment with equitable treatment for all. While we see Indigenous heritage as part of diversity and inclusion, we also recognize that Indigenous peoples have distinct history and distinct ongoing rights, title and governance rights. In all of our work, programs and relationships, we aim to acknowledge, recognize and learn about these rights and the different Indigenous peoples and Indigenous lands we are working within and to do our best to contribute to the ongoing journey of reconciliation in Canada.

### **To provide informed, authentic leadership for cultural equity, PLEO strives to:**

- See diversity, inclusion, and equity as connected to our mission and critical to ensure the well-being of our staff and the communities we serve.
- Acknowledge and dismantle any inequities within our policies, systems, programs, and services, and continually update and report organization progress.
- Explore potential underlying, unquestioned assumptions that interfere with inclusiveness.
- Advocate for and support board-level thinking about how systemic inequities impact our organization's work, and how best to address that in a way that is consistent with our mission.
- Help to challenge assumptions about what it takes to be a strong leader at our organization, and who is well-positioned to provide leadership.
- Practice and encourage transparent communication in all interactions.
- Commit time and resources to expand more diverse leadership within our board, staff, committee, and advisory bodies.
- Lead with respect and tolerance. We expect all working with PLEO to embrace this notion and to express it in workplace interactions and through everyday practices.

[pacificlegaloutreach.com](http://pacificlegaloutreach.com)

Suite 100 - 938 Howe Street  
Vancouver BC V6Z 1N9  
[administrator@pacificlegaloutreach.com](mailto:administrator@pacificlegaloutreach.com)

**PLEO abides by the following action items to help promote diversity and inclusion in our work:**

- Pursue cultural competency throughout our organization by creating substantive learning opportunities and formal, transparent policies.
- Generate and aggregate quantitative and qualitative research related to equity to make incremental, measurable progress toward the visibility of our diversity, inclusion, and equity efforts. Once the content is curated it will be added to our website so others can access.
- Improve our cultural leadership pipeline by creating and supporting programs and policies that foster leadership that reflects the diversity of our society.
- Pool resources and expand offerings for underrepresented constituents by connecting with other arts organizations committed to diversity and inclusion efforts.
- Develop and present sessions on diversity, inclusion, and equity to provide information and resources internally, and to members, the community, and the arts industry
- Develop a system for being more intentional and conscious of bias during the hiring, promoting, or evaluating process. Train our hiring team on equitable practices.
- Include a salary range with all job descriptions.
- Advocate for public and private-sector policy that promotes diversity, inclusion, and equity. Challenge systems and policies that create, reproduce or entrench colonialism, inequity, oppression and disparity.