KIDZ IN THE PARK
DAYCARE & OSC

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INCLUSION & DIVERSITY POLICY

Policy:

Our program is committed to celebrating and appreciating diversity by providing equality of opportunity for all children, families, and employees. We celebrate the uniqueness of each child and staff. We find joy in learning about other cultures and try to include family values and customs in the children's daily experiences. We strive to provide a secure environment in which all children can flourish and in which all contributions are appreciated. We are constantly striving to promote equality and better appreciate diversity in our centre.

Procedure:

1. Our Program is open to all members of the community.
2. We provide an environment that includes pictures, songs, books, stories, activities, materials, and foods which are reflective of other countries and cultures.
3. We will ensure inclusion is incorporated into all activities throughout our entire program. We will provide alternative or modified activities to children if necessary.
4. We will provide positive and non-stereotyping information about gender roles, people with disabilities, diverse ethnic and cultural groups, and sexual orientations or gender identities.
5. We review and evaluate our practices to ensure we are fully implementing our policy for equality, inclusion, and diversity.
6. Our program celebrates each child's individuality.
7. Our program will supplement interest centers with multiculturally diverse materials and equipment.
8. Our Staff will develop warm and respectful relationships with each child and family through informal chatting, open discussions, and collecting relevant information about each family's unique context.
9. Applicants are welcomed from all backgrounds and employment positions are open to all.