Equity Statement

June 2025

Why have an Equity Statement?

The Community Foundation of Greater Peterborough's stated purpose is "Inspiring giving to build a vital community for everyone", with core values of Trust, Inclusivity and Collaboration. The notion of Equity is implicit and explicit in both our purpose and our values.

Integral to the Community Foundation's work is learning by shining a spotlight on the diverse knowledge holders in our community, fostering respectful dialogue around the needs of the people and groups within Greater Peterborough, and being responsive to priority issues when they emerge. This work requires navigating the intersection of complex factors including poverty, racialization, gender, homelessness, Indigeneity, heritage, ethnicity, national origin, age, disability/ability, sexual orientation or identity, education, faith, immigrant status, income and wealth that create inequity in ways often embedded in our systems.

The Foundation is committed to centering Equity, Diversity and Inclusion (EDI) in our work and relationships. This is an ongoing process, and we continue to develop policies, practices and collaborations that support a thriving, welcoming, accessible and inclusive organization for staff, volunteers, donors, donees, and community members. This includes the development of an audit tool that will support tracking, evaluating and reporting on our progress.

Equity work requires actively seeking to include new and different perspectives and being prepared to unlearn beliefs and/or behaviours that do not align with values that move us towards "building a vital community for everyone".

Our Equity Statement is intended to act as a compass to help guide the Board and staff in leading the organization, provide insight for the community informing their involvement and collaborations with us, foster community conversations about equity, and keep us accountable. This statement aligns with the Foundation's Climate Action and Reconciliation values and commitments.

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In its pursuit of a vital community for everyone, the Community Foundation understands that equity must be centred in everything we do. Equity is about recognizing that we all have different starting places due to systemic barriers. Treating people equally, while fair-minded, will not ensure that everyone's needs are met.

Equity is both a process and an outcome; it is ongoing with no completion date. We need to talk about it so that we can take meaningful action and be held accountable.

The Community Foundation engages in this work by listening to and learning from community members, and strengthening our own equity knowledge, tools, processes, and policies. We are committed to collaborating, learning and sharing with others so that together we can build a vital community for everyone.