



PTIRU Institution # ID-02287 | DLI # O264573530022 | EQA ID # 0000-689

ANTI-RACISM POLICY

West Coast Institute is committed to establishing and maintaining an inclusive learning environment to welcome, celebrate, and understand differences. Integral to social justice, WCI embraces Diversity, Equity, Inclusion and Justice as a pathway to address implicit and explicit biases. A humanized education is founded on the individuality of each person and the universal spirit living within every human being is integral to healing and for lives filled with purpose and meaning. The best possible environment for working, learning and living is one in which respect, civility, diversity, opportunity and inclusion are acknowledged.

WCI is committed to a culture of anti-racism and racial equity. We recognize that racism—whether individual, institutional, or systemic—creates significant barriers to opportunity and belonging. We are dedicated to identifying and dismantling these systems and fostering an environment where every individual, regardless of their race, ethnicity, or national origin, feels safe, respected, and valued.

Definitions

Anti-Racism: The active process of identifying and eliminating racism by changing systems, organizational structures, policies, and practices.

Systemic Racism: Patterns of behavior, policies, or practices that are part of the structures of an organization, and which create or perpetuate disadvantage for racialized persons.

Microaggressions: Subtle, everyday slights or insults directed toward people of color.

Scope

This policy applies to all employees, volunteers, contractors, and board members in all aspects of organizational life, including recruitment, hiring, performance reviews, and service delivery.

Our Commitments

Inclusive Practices: We will ensure that our hiring, promotions, and decision-making processes are designed to eliminate bias and increase representation of racialized individuals.

Education: We will provide ongoing anti-racism training for all staff and leadership to build collective capacity for racial justice work.

Fair Representation: We will use inclusive, bias-free language in all communications and ensure diverse representation in our promotional materials.

Prohibited Conduct

We do not tolerate any form of:

- Direct or indirect racial discrimination.
- Racial harassment or microaggressions.
- Retaliation against anyone who reports an incident of racism.

Reporting and Investigation

Any individual who witnesses or experiences racist conduct is urged to report it immediately to a program director.

Confidentiality: All reports will be handled with as much confidentiality as possible.

Timely Response: Investigations will be conducted promptly, fairly, and with a focus on supporting the affected individual.

Consequences for Breach

Violations of this policy will result in corrective action, which may include mandated training, formal warnings, or termination of employment or partnership.

Policy Review

This policy will be reviewed annually to ensure it remains effective and aligned with current best practices in racial equity.