

## EQUITY STATEMENT

*A statement to be read aloud when New Democrats convene at the outset of a meeting/event, after the Indigenous acknowledgement.*

As New Democrats we work to build a world where the rights, dignity and worth of every human being is respected and celebrated. We want to be a party that practices what it preaches and lives the ideals we promote to the greater community.

Within our Party, we work to create a climate that is respectful, safe and inclusive, where we all feel welcome and valued, and where we are supported to make our contribution and support others to make theirs.

Behaviour that is inappropriate and unacceptable undermines our strength and solidarity. We will not tolerate conduct that undermines the dignity or self-esteem of any individual.

Discriminatory speech or conduct that is racist, sexist, transphobic or homophobic hurts and divides us. So too does discrimination on the basis of ability, age, ancestry, religion, language, class or family status.

As New Democrats we commit to creating an environment free of harassment and discrimination. We will work to prevent harassment, including sexual harassment, bullying, violence and abuse of power. We will support anyone who believes they have been harassed to seek redress where possible and we will condemn inappropriate conduct and sanction such conduct as needed.

We value equity and diversity. We recognize the identities we hold may grant or deny us privilege. We also recognize we have multiple identities that intersect. New Democrats have a special responsibility to create space, to listen to diverse voices, and to respect and promote emerging leadership.

As we come together, whatever our role within the Party, we reaffirm our collective commitment to mutual respect and accountability, mindful that all persons deserve dignity, equality and respect.

