



## **Resort Village of Manitou Beach**

# **Resort Village of Manitou Beach Diversity and Inclusion Policy**

Manitou Beach is a community made rich, vibrant and energetic by the diversity of its citizens and communities. Diversity is a defining feature of Manitou Beach's past, present and future. A fundamental relationship exists between the diversity of our village and its capacity for cultural, economic, social and political excellence. Deriving the greatest benefit from our diversity requires a deliberate, ongoing strategy of inclusion. Through inclusion the Village of Manitou Beach makes full, effective use of the broad range of talents, abilities and perspectives found amongst our citizens. The Village strives to develop all facets of town policy and operations to allow each citizen to participate fully in the life of their community, and to allow each to feel they are a respected and valued member of the community with a stake in Manitou Beach's future.

### **Purpose**

The purpose of this policy is to reaffirm our commitment to reconciliation, equity, diversity, and inclusion; and to create and nurture a diverse and inclusive community that encompasses our legal, moral, and ethical responsibilities.

### **Policy Statement**

The Resort Village of Manitou Beach recognizes the inherent dignity and worth of every individual and is dedicated to promoting a community where diversity is celebrated. We believe that diversity and inclusivity strengthen our community and enhances our collective well-being. We are committed to



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eliminating barriers and creating opportunities for meaningful participation for all community members, including but not limited to First Nations, senior citizens, citizens with physical and/or intellectual disability, visible minority, people of diverse ethnic or cultural origin, youth, and any vulnerable person/group. This is to ensure everyone is valued equally and can participate fully in all aspects of society.

### **Implementation**

- Conduct regular assessments to identify barriers to inclusion.
- Gather feedback from community members regarding their experiences, ideas and needs.
- Ensure physical spaces, facilities, and technology are accessible to seniors and individuals with disabilities
- Collaborate with community organizations and stakeholders to promote inclusivity.
- Encourage diverse representation in leadership roles and decision-making process.
- Communicate the community inclusion plan to all stakeholders and encourage their participation and support.
- Accept September 30th as a civic holiday to support and recognize Truth and Reconciliation.

### **Compliance and Accountability**

- Monitor compliance with inclusivity policies and procedures.
- Address instances of discrimination, harassment, or exclusion promptly and sensitively.
- Hold staff and volunteers accountable for upholding inclusivity principles.



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### Conclusion

At the Resort Village of Manitou Beach, we believe that everyone has a valuable contribution to making our community better. By implementing this Diversity and Inclusion Policy we are committed to creating an environment where diversity is embraced, and all individuals can thrive.

**Note: Approved by Council on September 15, 2026**