



THE GCT STATEMENT ON EQUALITY, DIVERSITY, AND INCLUSION

SEP 2022

A) The GCT recognizes that:

- The GCT recognizes that discrimination exists in our society in many forms.
- As set out in Ontario's Human Rights Code, discrimination may be related to race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status or disability.
- The GCT recognizes that barriers make it difficult for some people to participate in GCT activities.

B) The GCT strongly believes that:

- There should be no place for discrimination in society or in the gardening and floral design communities. The GCT wants all persons to feel safe and comfortable belonging to, and participating in GCT and associated events.
- The GCT has a responsibility to be a safe, inclusive, equitable and accessible organization. Identifying and removing barriers to participation in GCT's activities, to the best of our capacity, will facilitate ongoing diversification of the membership.
- The benefits of diversifying our membership include greater support for conservation through education, stewardship, a shared joy in nature and a broader base for community gardening.

C) The GCT's Commitment to Equity, Diversity, and Inclusion:

- The GCT welcomes all people with an interest in horticulture and floral artistry to join our organization and enjoy plants with us.
- The GCT aims to promote a safe and welcoming environment where our differences are acknowledged and celebrated.
- The GCT aspires to be an organization free of all forms of discrimination, in which the dignity of all participants is respected.
- The GCT will work to identify and remove organizational barriers which limit the diversity of our membership and participation by under-represented communities.

D) Action Plan

To actively foster and increase the diversity of our membership and enhance inclusion and equity:

- We have designated the Strategic Planning Committee to be responsible for The GCT's Equity, Diversity, and Inclusion ("EDI") initiatives.
- The Strategic Planning Committee will report to the Board, to help guide these initiatives. This Committee will consult with persons from communities currently under-represented within The GCT.

We also commit to the following actions:

- Strengthen our mission statement by committing to EDI.
- Implement actions, based on recommendations from the Strategic Planning Committee, that lead to greater equity, diversity and inclusion at all levels of our organization including the leadership and other volunteers, as well as the membership at large.
- Identify and work to remove barriers to participation in our events which limit diversity.



E) What can you do?

- All members have a role to play in ensuring that our organization is welcoming, inclusive and accessible to a wide audience. We encourage The GCT members to engage with other participants at meetings and events.
- We encourage members to invite new members into The Garden Club of Toronto.