



DECLARATION

Vision

We envision Timmins to be a place where:

- Residents feel respected, valued, and supported to participate, succeed, and stay in the workplace and the community.
- Employers celebrate diversity, encourage intercultural understanding, uphold worker rights, and support colleague development.
- Employers are leaders in creating a welcoming and inclusive community.

Principles

We uphold that:

- Diversity contributes to the strength and prosperity of our organization and our community.
- Everybody deserves a safe and respectful work environment.
- Employers play an important role in facilitating successful inclusion for Timmins residents.

Endorsement

On behalf of, _____, I/ we the undersigned endorse the vision and principles of the Timmins Workplace Inclusion Charter and commit to carry out a minimum of four (4) Charter commitments and to share this commitment throughout our organization.

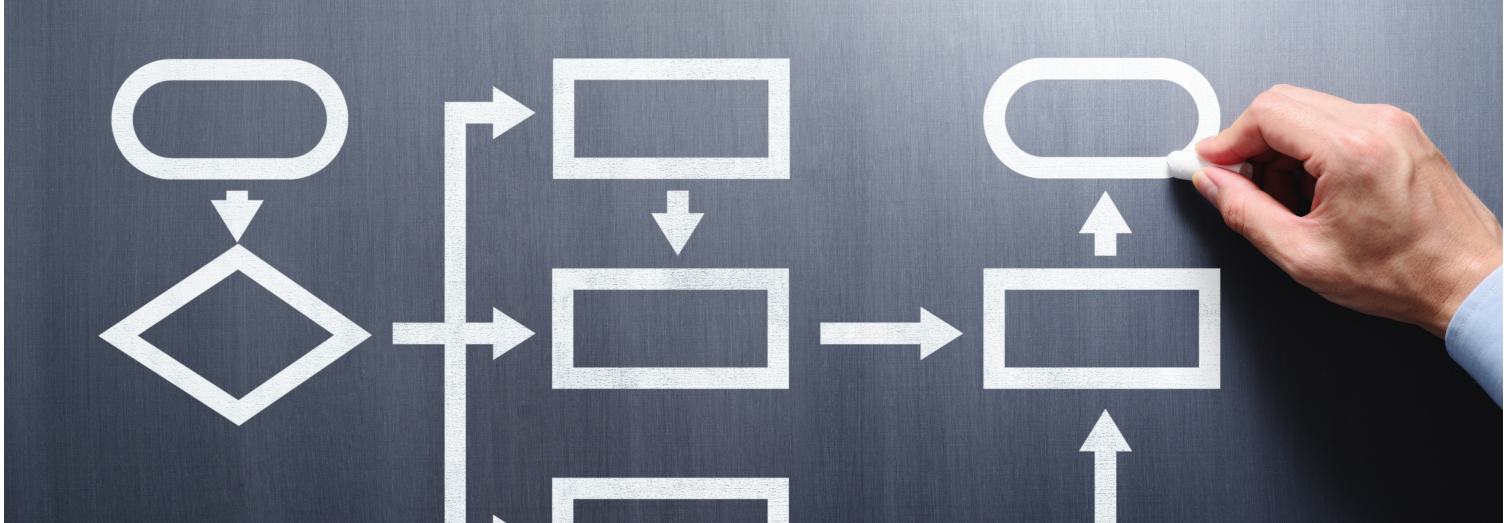
Signed

Name, Title

Date

Name, Title

Date



PROCESS



Endorse

- Show your organization's commitment by signing the Declaration.
- Return the signed Declaration to the TEDC via email at inclusioncharter@timmins.ca.
- Announce your participation internally and externally.



Implement

- Determine which Charter commitments to prioritize and develop an action plan to tackle those commitments that includes goals and metrics that are specific and achievable.
- Resources are available to help carry out your action plan at timminsedc.com/diversity.



Celebrate

- Organizations that sign the Declaration and can demonstrate progress towards completing Charter commitments will be celebrated as "Inclusion Champions" on the TEDC website and social media platforms.
- Consider committing to a new goal for the coming year.