

## **Diversity, Equity, and Inclusion Statement**

At The Land Conservancy of British Columbia (TLC), we are committed to fostering a diverse, equitable, and inclusive environment where every individual feels valued and respected. We believe that diversity in the conservation community enhances our creativity, innovation, and ability to protect B.C.'s biological diversity.

### **Our Goals and Commitment:**

1. **Diversity:** We celebrate and embrace the unique backgrounds, perspectives, and experiences of our team including employees, volunteers, and partners. We strive to create a conservation community that reflects the diverse communities we serve.
2. **Equity:** We are dedicated to ensuring fair treatment, access, and opportunities for all employees, volunteers, and partners. We actively work to identify and eliminate barriers that may prevent individuals from participating fully in our mission.
3. **Inclusion:** We foster a culture of belonging and enable a feeling of empowerment to contribute and succeed. We encourage open dialogue and collaboration, recognizing that our differences make us stronger.

### **Actions We Take:**

- Implementing inclusive hiring practices to attract a diverse pool of candidates.
- Providing ongoing training and development to promote understanding and respect for diversity.
- Establishing employee and board committees to support diversity, equity, and inclusion in our organization.
- Regularly reviewing our policies and practices to ensure they promote equity and inclusion.

### **Our Vision:**

We envision a conservation community where diversity is not just acknowledged but celebrated, where equity is a fundamental principle, and where inclusion is a daily practice. Together, we can build a better, more inclusive future for all.

*Adopted July 2025*