WFMC Diversity Equity and Inclusion Statement: The Universal Human

WFMC is an organization that believes in fundamental human rights; in the dignity and worth of the human person; in the equal rights of all. We therefore support inclusion, diversity and equity within and throughout our own organizational practice. We define equity as the removal of systemic barriers and biases where they exist or arise, thereby enabling all individuals to have equal opportunities.

We believe these one-humanity concepts are rooted within world federalism itself, and are derived from global statements of principle, including the Universal Declaration of Human Rights and the United Nations Charter.

We reaffirm that all peoples and individuals constitute one human family, rich in diversity, and that all human beings are born free and equal in dignity and rights. We strongly reject any doctrine which promotes theories of racial superiority or inferiority;

We acknowledge that poverty, underdevelopment, marginalization, social exclusion and economic disparities are closely associated with colonialism, racism, racial discrimination, xenophobia and related intolerance, and can contribute to the persistence of racist attitudes and practices which in turn generate more poverty and inequality;

And because racism, discrimination, xenophobia and related intolerance can occur throughout the world and in all spheres of life:

We therefore affirm the need to address, with resolve and political will, all forms and manifestations of these prejudices, wherever and whenever they may arise, including within the bounds of our own organization;

WFMC is therefore committed to requiring staff and board, and encouraging all members, consistent with our world federalist perspective of equal opportunity for all, to bolster measures eliminating barriers and to broaden access to opportunities for participation by those who may be less advantaged;

WFMC does not and shall not discriminate based on ethnicity, colour, religion (creed), language, economic status, age, national origin or ancestry, disability, marital status, sex, gender, gender expression, or sexual orientation in any of our activities or operations. These activities include, but are not limited to, hiring and dismissal of staff, selection of volunteers and vendors, and provision of services. We are committed to providing an inclusive and welcoming environment for all our staff, members, and volunteers, as well as those WFMC interacts with externally;

WFMC is an equal opportunity employer and advocate. We do not discriminate, and we will take measures to ensure against discrimination in employment, recruitment, compensation, termination, and in other conditions of employment, against any employee or job applicant.

Approved, WFM-C National Board of Directors by vote, June 16, 2021	

This statement is derived in part from several sources, including language within the United Nations Charter, The UNHCR United Against Racism, Racial Discrimination, Xenophobia and Related Intolerance document, Government of Canada Best Practices in EDI in Research policy, and Western University's Non-Discrimination/Harassment Policy