2023 Bow Valley Workplace Inclusion Charter (WIC)

Declaration of Commitment to Workplace Inclusion





WIC Signatory

As a signatory to the 2023 Bow Valley Workplace Inclusion Charter, we value the diversity of our team and are dedicated to advancing equity and inclusion in our business. We share this commitment throughout all departments and strive to foster belonging at work and in the community.

We endorse the 2023 Bow Valley Workplace Inclusion Charter and commit to completing **at least five commitments** by December 31, 2023.



Bow Valley employers are leaders in creating a welcoming and inclusive community. Bow Valley 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.

WIC Principles

- 1. Everybody deserves a safe and respectful work environment.
- 2. Diversity contributes to the strength and prosperity of our workplace and our local community.
- 3. Employers play an important role in reducing integration barriers for Bow Valley residents.

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Signature	Name & Title	Date
Signature	—	 Date



