

Diversity, Equity, and Inclusion Policy

Calgary Marathi Association

Calgary Marathi Association is committed to fostering a diverse, equitable, and inclusive environment that respects and values the unique perspectives, experiences, and contributions of all individuals.

Diversity:
Calgary Marathi Association is committed to actively promoting diversity within our organization at all levels including gender diversity, age diversity, ethnic diversity, physical capability, and neurodiversity. Our volunteers, committee members, participants and attendees come from all walks of life to celebrate our cultural and social events.

Equity:
Calgary Marathi Association is dedicated to promoting fairness and equity in all aspects of our organization, including volunteers, cultural events, and attendees. We take into consideration a person's unique circumstances, adjusting treatment accordingly so that the end result is equal.

Inclusion:
Calgary Marathi Association is committed to fostering a culture of open communication, where all individuals feel encouraged to share their perspectives, ideas, and concerns without fear of judgment or reprisal. We actively work towards creating an accessible and inclusive environment, removing physical and cultural barriers that may prevent full participation. Our major programs are advertised over different social media platforms to promote engagement from everyone in our community. As evident in our programs, our attendees are diverse group of people ranging from Indigenous people and communities to people of Indian origin settled in Canada for generations.

Implementation:
All members of Calgary Marathi Association are responsible for upholding and promoting the principles of diversity, equity, and inclusion. We conduct regular assessments of our DEI efforts to measure progress and identify areas for improvement.

By adopting and implementing this Diversity, Equity, and Inclusion policy, Calgary Marathi Association aims to create a vibrant, respectful, and inclusive culture that reflects the rich diversity of our community and contributes to the success of our mission.