

PMI Lakeshore, Ontario Chapter acknowledges the role of PMI Rochester Chapter in helping us develop this policy.

MISSION STATEMENT

The Mission of the Diversity, Equity, and Inclusion Committee of the PMI Lakeshore Ontario Chapter (PMILOC) is to support the furtherance of the overall chapter goals by continuously encouraging a vibrant, inclusive, diverse, and equitable project management community.

Therefore, in the areas of membership recruitment, participation, volunteerism, and leadership, the committee is dedicated to having a focus on underrepresented groups, and proactively learning and promoting policies and initiatives in the chapter that attract talent and participation of these groups.



POLICY STATEMENT

PMILOC is committed to modeling diversity, equity, and inclusion for the Project Management industry, and to maintaining an inclusive environment with equitable treatment for all.

We encourage by our actions a diverse, inclusive, and equitable chapter where all members and volunteers, whatever their race, ethnicity, religion, national origin, age, gender, sexual orientation or identity, education, or development support needs, feel valued and respected. We are committed to a nondiscriminatory approach and provide equal opportunity for involvement and advancement in all our committees, programs, and volunteer-based initiatives. We respect and value diverse life experiences and heritages and ensure that all voices are valued and heard.

DIVERSITY, EQUITY AND INCLUSION POLICY STATEMENT

PMILOC sees diversity, equity, and inclusion as connected to our mission and critical to ensuring a healthy membership and volunteer base. Consistent with our mission, we embrace and strive to uphold the following values:

Seek opportunities to expand diversity in:

- Membership
- Volunteer base
- Leadership
- Selection of panelists
- Selection of speakers
- Suppliers

Systemically address any inequities:

- Challenge assumptions and stereotypes
- Promote tolerance between members
- Maintain zero-tolerance for harassment
- Embody a transparent meritocracy
- Be willing to learn and grow

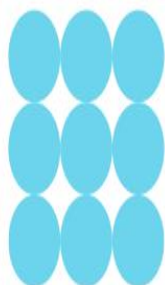
To create and sustain a diverse and inclusive culture, PMILOC abides by the following actions as incorporated into our implementing procedure:

Policy, goals, and initiatives:

- Expand organization's cultural competency
- Expand offerings to the underrepresented
- Set data-driven goals (feedback, surveys)
- Determine goals and initiatives annually
- Improve our cultural leadership pipeline
- Promote awareness of unconscious bias
- Educate ourselves and the chapter for a better understanding of groups we do not currently identify with

Sustainability and Learning:

- Sustain the policy through reinforcement
- Weave the policy into decision-making
- Challenge current systems and policies
- Annually evaluate program effectiveness
- Curate policy and initiatives on our website
- Report program assessments to members



UPHOLDING THE POLICY

If our organization is committed to creating a policy, we need to understand that effort must be put into implementing and upholding it. It is critically important to incorporate appropriate elements of the policy in our hiring, onboarding, and orientation processes for new members, volunteers, board members, committee members, etc.; then sustain the policy through integration and reinforcement at all levels and within all programs of the organization.

ADDITIONAL INFORMATION

PMILOC is dedicated to establishing a vibrant, inclusive, diverse, and equitable project management community. We are always looking for ways to get better and welcome feedback from any of our many members and volunteers. For further information about our policy, see [the Diversity, Equity and Inclusion Policy Supplemental Information](#).