Recommendations From Audit Final Report EUPHONY Equity & Inclusion Works

# Policy:

* 1. COMPLETE DEVELOPMENT OF POLICIES AND PROCEDURES FOR BOARD AND STAFF
  2. CREATE BULLYING AND HARASSMENT POLICY
  3. CREATE A POLICY AND FRAMEWORK FOR ADDRESSING INTERPERSONAL ACCOUNTABILITY
  4. BECOME FAMILIAR WITH THE HUMAN RIGHTS CODE,CANADIAN CHARTER OF RIGHTS AND FREEDOMS AND LABOUR LAWS SURROUNDING THESE CODES
  5. CREATE STRUCTURED INCIDENT REPORTING PROTOCOL AND PROCEDURES
  6. CREATE CLEAR AND DETAILED COMMITMENT TO ANTIRACISM OR VISION PLAN TO INCLUDE IN STRATEGIC PLAN

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# Board and Staff:

* 1. OFFER BOARD TRAINING OPEN TO MEMBERS OF THE PUBLIC
  2. BOARD APPOINTMENT AND RECRUITMENT SHOULD HAVE A WIDER REACH
  3. IMPLEMENT MORE ROBUST TRAINING FOR NEW HIRES
  4. IMPLEMENT MENTORSHIP/BUDDY SYSTEM FOR NEW HIRES
  5. REVISE TERMINATION CLAUSE ON ONE-YEAR CONTRACTS
  6. REQUEST THAT THOSE WHO HAVE NOT SHOWN COMMITMENT TO THE PROCESS OF ANTIRACISM STEP DOWN FROM THEIR POSITIONS
  7. ONGOING COACHING FOR BOARD PRESIDENT

# Communications:

* 1. CREATE MORE ROBUST COMMUNICATION PLATFORMS FOR STAFF AND BOARD
  2. CREATE RESOURCE SHARING MECHANISMS RE: CREATING HEALTHY ORGANIZATIONS, ANTIRACISM, "J.E.D.I."
  3. HOLD REGULAR STAFF MEETINGS, INCREASE STAFF-BOARD COMMUNICATION
  4. ONGOING ANTI-RACISM TRAINING WITH STAFF AND BOARD
  5. MAKE THIS REPORT AND RECOMMENDATIONS AVAILABLE TO THE PUBLIC