

Recommendations From Audit Final Report EUPHONY Equity & Inclusion Works

1. Policy:

- a. COMPLETE DEVELOPMENT OF POLICIES AND PROCEDURES FOR BOARD AND STAFF
- b. CREATE BULLYING AND HARASSMENT POLICY
- c. CREATE A POLICY AND FRAMEWORK FOR ADDRESSING INTERPERSONAL ACCOUNTABILITY
- d. BECOME FAMILIAR WITH THE HUMAN RIGHTS CODE, CANADIAN CHARTER OF RIGHTS AND FREEDOMS AND LABOUR LAWS SURROUNDING THESE CODES
- e. CREATE STRUCTURED INCIDENT REPORTING PROTOCOL AND PROCEDURES
- f. CREATE CLEAR AND DETAILED COMMITMENT TO ANTIRACISM OR VISION PLAN TO INCLUDE IN STRATEGIC PLAN

2. Board and Staff:

- a. OFFER BOARD TRAINING OPEN TO MEMBERS OF THE PUBLIC
- b. BOARD APPOINTMENT AND RECRUITMENT SHOULD HAVE A WIDER REACH

- c. IMPLEMENT MORE ROBUST TRAINING FOR NEW HIRES
- d. IMPLEMENT MENTORSHIP/BUDDY SYSTEM FOR NEW HIRES
- e. REVISE TERMINATION CLAUSE ON ONE-YEAR CONTRACTS
- f. REQUEST THAT THOSE WHO HAVE NOT SHOWN COMMITMENT TO THE PROCESS OF ANTIRACISM STEP DOWN FROM THEIR POSITIONS
- g. ONGOING COACHING FOR BOARD PRESIDENT

3. Communications:

- a. CREATE MORE ROBUST COMMUNICATION PLATFORMS FOR STAFF AND BOARD
- b. CREATE RESOURCE SHARING MECHANISMS RE: CREATING HEALTHY ORGANIZATIONS, ANTIRACISM, "J.E.D.I."
- c. HOLD REGULAR STAFF MEETINGS, INCREASE STAFF-BOARD COMMUNICATION
- d. ONGOING ANTI-RACISM TRAINING WITH STAFF AND BOARD
- e. MAKE THIS REPORT AND RECOMMENDATIONS AVAILABLE TO THE PUBLIC