

TORONTO

Declaration of Inclusive Workplaces & Communities

The construction industry in greater Toronto is one of the strongest and most dynamic sectors of our economy. It owes its success to the hard work and tenacity of people at every level of the industry – including those born here and those whose families have come from elsewhere to build a better life.

As developers, contractors, supervisors and skilled workers, we recognize that systemic racism is a reality in today's world, and that discrimination in any form harms our construction community. Dividing people because of race, religion, colour, ancestry or any other difference which undermines human rights serves only to weaken our industry and our society.

We commit to standing up for the rights and dignity of all in order to promote inclusive, equitable, safe and respectful workplaces and communities.

THIS IS WHY WE AFFIRM THAT:

- The dignity of every person is essential to a safe, healthy and vibrant workplace, and we will work together to create welcoming and inclusive workplaces and training opportunities.
- Anti-Black racism, bigotry, or discrimination of any kind has no place in our workplaces or communities.
- Our industry will have zero tolerance for discrimination or acts of hate against anyone in our workplaces or enterprises.
- We will develop policies, programs and initiatives at every level of the industry to reduce and eliminate racism, intolerance and bigotry.

