



EDI Statement from the KL&S Board of Directors

(adopted and affirmed January 2022)

Kingston Literacy & Skills commits to centering Equity, Diversity, and Inclusion throughout our operations. KL&S will meet the following commitments by taking the following actions:

Kingston Literacy & Skills will:

- Develop an EDI Framework to be implemented throughout our procedures, operations, and policies
- Ensure KL&S learners receive equitable and inclusive education in a safe learning space for all identities
- Evaluate and continuously improve our EDI Framework to align with the evolving needs of our learners and the Kingston community
- Be equitable in our outreach for staff, volunteers, and learners to ensure KL&S remains inclusive

To meet these goals, we will:

- Devote resources and labor to implementation and continuous improvement of KL&S's EDI Framework
- Establish procedures to evaluate our success as an agency through an EDI lens
- Provide access to training for our staff that focuses on inclusivity, de-colonization, and equitable teaching
- Seek input from learners and the community for open discussion on KL&S's EDI implementation
- Articulate our goals and outcomes publicly
- Ensure our learning materials and practices reflect the values of KL&S and our EDI Framework
- Ensure our hiring and training practices reflect the values of KL&S and our EDI Framework
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This list is not all-encompassing, but it reflects the actions that KL&S will take in the short term. We recognize that EDI is a journey and our framework will grow and evolve over time.

For information about our EDI Framework or to reach our EDI Committee, please email EDI@klsread.ca.