

DDRC

Developmental Disabilities Resource Centre of Calgary

Diversity

The aim of this position paper is to foster a climate of understanding and mutual respect for the dignity, worth and equal rights for all people. All citizens, including those with developmental disabilities, are part of their local communities and are recognized as having a rich contribution to make in the development and well being of the human community. Our vision is ‘everyone belongs’.

As a resource centre for inclusion, and an agency that has a rich history, we believe we have a responsibility to share information including providing a counterbalance to historical negative perceptions, which if left unchecked, serve as a risk not only to individuals with developmental disabilities, but to the health and vitality of our community.

DDRC recognizes that diversity is a key ingredient in our Canadian identity. We are known as a country which embraces differences such as race, age, gender, disability, sexual orientation and religion. Unfortunately, this thinking does not always translate into action.

DDRC has initiated a social marketing campaign called *everyone belongs*TM to promote the inclusion and contribution of all people, including people with developmental disabilities in all aspects of life. We believe that communities are more vibrant, healthy, safe, strong and satisfying when all people regardless of disability, race, age, gender, sexual orientation and religion are welcome and able to fully participate and contribute. The *everyone belongs*TM applies to all human beings from all walks of life, not just people with developmental disabilities. It works to enrich our communities by making sure that everyone is involved and that the contribution of each citizen is realized.

The DDRC acknowledges that becoming an organization that is more diverse is a developmental process that evolves over time. The DDRC is committed to assisting individuals and departments to move towards becoming more aware, knowledgeable and skilled to embrace diversity.

A successfully diverse organization:

- has an organizational culture that values diversity and reflects differences;

- has the capacity for positive interactions with diverse stakeholders;
- continues to build knowledge of diversity;
- strives for employment equity; and
- provides services that are accessible and relevant to all clientele with developmental disabilities, regardless of their race, age, gender, disability, sexual orientation and religion

Key Messages:

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- DDRC has initiated a social marketing campaign called *everyone belongs*[™] to promote the inclusion and contribution of all people, including people with developmental disabilities in all aspects of life.
- We believe that communities are more vibrant, healthy, safe, strong and satisfying when all people regardless of disability, race, age, gender, sexual orientation and religion are welcome and able to fully participate and contribute.
- The DDRC is committed to assisting individuals and departments to move towards becoming more aware, knowledgeable and skilled to embrace diversity.