



Foundational Commitments




Accessibility
We will ensure that everyone, including people with disabilities, has fair and equitable access to services, products and environments within Regina. ¹



Equity
We commit to systemic equity, which is the pursuit of fairness, justice, and a focus on outcomes that are most appropriate for a given group, recognizing different challenges, needs, and histories.³




Anti-Oppression
We will recognize oppressions (systems of supremacy and discrimination perpetuated through differential treatment, ideological domination, and institutional control) that exist in society, seek to mitigate their effects and, ultimately, equalize the power imbalance in society. ²




Intersectionality
We acknowledge that multiple dynamics of privilege and oppression (i.e., race, gender, class, sexuality, age, ability, religion, citizenship/immigration status) operate simultaneously in complex and compounding ways and must be considered to fully understand oppression and how to address it.³



Anti-Racism
We will actively oppose racism by supporting changes and policies to advance economic and social life. ³




Inclusion
We will include and create space for different people and groups to engage in authentic and empowered participation, with a true sense of belonging and full access to opportunities.⁴



Collaboration
We acknowledge the shared responsibility and need for collective action among all sectors to address local challenges and achieve change moving forward.



Reconciliation
We are committed to the Truth and Reconciliation Commission of Canada's (TRC) Calls to Action to establish and maintain a mutually respectful relationship between Indigenous and non-Indigenous Peoples in Canada through awareness of the past, acknowledgment of the harm that has been inflicted on Indigenous Peoples, atonement for the causes, and action to change behaviour.⁴



Diversity
We value diversity and acknowledge that differences between people (such as race, gender, sexual orientation, class, age, country of origin, education, religion, geography, physical or cognitive abilities) are valued assets and commit to strive for diverse representation as a critical step toward equity.³

¹ Accessibility Services Canada, 2021

² The Anti-Oppression Network, 2011

³ Race Forward, 2015

⁴ Truth and Reconciliation Commission of Canada, 2015