

2024 Diversity, Equity & Inclusion (DEI) Report

1. Introduction The purpose of this report is to assess the current state of diversity, equity, and inclusion within our organization, compare it to our established DEI goals, and outline actionable steps for improvement in 2025.

2. Workforce & Membership Status As of 2024:

- There are currently **no employees** hired by the organization.
- No **Beneficial Member Shares** have been granted yet.

3. Board of Directors Diversity Overview

- **Non-Male Representation:** 33%
- **Persons with Disabilities:** 33%
- **Visible Minorities:** 0%

4. Progress Toward DEI Goals

Our DEI Plan sets the following goals for board composition:

- **50% non-male representation**
- **40% visible minorities or persons with disabilities**

Our current board composition **does not fully meet** these targets, particularly regarding visible minority representation, which stands at **0%** instead of the **40%** goal.

5. DEI Action Plan for 2025

To address these gaps, we will take the following steps in 2025:

- **Recruitment & Outreach:** Actively seek board candidates from underrepresented groups, with a focus on visible minorities.
- **Engagement with Community Organizations:** Strengthen partnerships with groups representing diverse populations in Penticton.
- **Inclusive Hiring for Key Roles:** As we bring on staff, we will prioritize diverse hiring to better reflect our mission and goals.
- **Continued Monitoring & Reporting:** Evaluate progress annually and adjust strategies as needed to achieve our DEI targets.

6. Commitment to Continuous Improvement Our organization remains dedicated to fostering an inclusive, diverse, and equitable environment. We recognize the need for immediate action and are committed to making measurable progress toward our DEI goals in 2025.

Approved by the Board of Directors on Feb 6, 2025