



EQUITY POSITION STATEMENT

The Association Heritage New Brunswick (AHNB) is committed to being a leader in supporting Diversity, Equity, Inclusion and Access (DEIA). At AHNB we are dedicated to creating a culture where diversity is celebrated, equity is pursued, inclusion is the norm, and accessibility is ensured. We recognize that our strength lies in our differences and that by embracing diverse perspectives, we can achieve greater innovation and success. We are committed to:

- **Diversity:** Actively seeking and valuing individuals from various backgrounds, experiences, and identities such as 2SLGBTQI+, Indigenous Peoples, and racially, ethnically, and culturally underserved groups.
- **Equity:** Ensuring fair treatment, opportunities, and advancement for all, while striving to identify and eliminate barriers that have prevented the full participation of some groups.
- **Inclusion:** Fostering a sense of belonging where everyone feels respected, valued, and able to fully contribute.
- **Accessibility:** Promote and make strides toward an environment where all individuals, including those with disabilities, have equal access to opportunities and resources.

We believe that a diverse and inclusive workplace leads to better outcomes for our employees, our members, and our community. Our commitment includes:

- Providing ongoing DEIA training and education for all employees.
- Implementing policies and practices that promote equity and inclusion.
- Improving our digital platforms so they become more accessible.
- Encouraging open dialogue and feedback to continuously improve our DEIA efforts.

Lawren Campbell
AHNB President

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Kellie Blue-McQuade
Executive Director

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Date adopted