



DIVERSEcity
community resources society



DIVERSEcity **Strategic Plan** 2024–2029

DIVERSEcity COMMUNITY RESOURCES SOCIETY

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PRIORITY 5
Collective Impact and Advocacy

We will strategically build our profile and visibility to increase awareness, engagement and support. We will listen and elevate the voices of individuals, share their concerns and advocate for their needs, positively impacting our communities and the people we serve.

PRIORITY 1
Strengthening Community Connection

We will foster a sense of belonging and social cohesion by enhancing our role as a community connector and convenor, building and improving platforms to ensure space for underrepresented voices and knowledge mobilization.

PRIORITY 2
Commitment to Truth and Reconciliation

We will establish meaningful and collaborative relationships with Indigenous communities and organizations and embed Indigenous knowledge and perspectives into the organization's policies, programs and decision-making processes.

PRIORITY 4
Growth and Expansion

We will focus our energy and resources on creating regenerative pathways that contribute to the long-term sustainability of our communities and our planet.

PRIORITY 3
Organizational Capacity and Wellbeing

We will attract and retain the best people by offering opportunities for growth, providing the necessary tools, demonstrating care for the environment and creating a supportive workplace to empower our team.



Vision, Mission and Values

Vision

“An inclusive, equitable and regenerative society that puts people and the planet first.”

Our vision is our North Star — a guiding light that illuminates our path — leading us to build a society that cares for both people and the planet, which is inclusive, equitable, and has the ability to renew and revitalize itself.

Mission

“Together, we build connected, stronger and healthier communities.”

Our mission guides our daily endeavours, moving us toward communities and a world that is unified, strong and healthy.

Values

Our values guide our work, shape the culture of our organization and breathe life into our aspirations. These values steer us toward a future where everyone thrives, where our collective efforts build a world we are proud to be a part of and to pass on to the generations to come.

- **Connection and Purpose**
- **Interdependence and Responsibility**
- **Curiosity and Adaptability**
- **Collaboration and Equity**
- **Truth and Reconciliation**
- **Global Awareness and Empathy**

Strategic Priorities & Goals

1

PRIORITY 1

Strengthening Community Connection

We will foster a sense of belonging and social cohesion by enhancing our role as a community connector and convener, building and improving platforms to ensure space for underrepresented voices and knowledge mobilization.

GOALS

1. Capitalize on community knowledge

Community leaders, organizations, residents and local cultural practices help inform and create spaces that improve the vitality of our communities and promote people's health, happiness and wellbeing.

2. Platforms and safe spaces for open dialogue

The strategic partnerships and relationships are in place to create platforms and safe spaces for open dialogue.

3. Networking, mentorship and knowledge-sharing

Opportunities for networking, mentorship, knowledge-sharing and cultural expression enhance the collective capacity of staff and our communities to support our participants.

2

PRIORITY 2**Commitment to Truth and Reconciliation**

We will establish meaningful and collaborative relationships with Indigenous communities and organizations and embed Indigenous knowledge and perspectives into the organization's policies, programs and decision-making processes.

GOALS**1. Enhancing Practices and Internal Operations**

Our practices and internal operations are enhanced through constant review and with the ongoing advice and support from Indigenous leaders and knowledge keepers.

2. Cultural Safety and Humility Awareness

Cultural safety and humility awareness of all staff, volunteers and Board Directors is enhanced by providing resources and opportunities for discussion and learning on an ongoing basis to equip them to engage respectfully with Indigenous communities.

3. Building Trusting Relationships

DIVERSEcity has meaningful and trusting relationships with Indigenous communities and organizations that foster open communication, mutual respect and cultural humility to manifest safe spaces for dialogue and shared experiences.

4. Understanding and Participation

With the Truth and Reconciliation Calls to Action woven into newcomer communities, we foster and promote education, awareness and dialogue through our trauma-informed programs and services. By committing to this, we will ensure capacity building for sustainable knowledge transfer.

5. Community Engagement and Cultural Exchange

DIVERSEcity supports community engagement and cultural exchange between newcomers and Indigenous communities by establishing platforms for reciprocal awareness-building of history and ways of being and the celebration of arts and culture. This includes important dialogue, planning and overarching social interactions, furthering the ability for ownership of positive reinforcement of Indigenous knowledge.

3

PRIORITY 3**Organizational Capacity and Wellbeing**

We will attract and retain the best people by offering opportunities for growth, providing the necessary tools, demonstrating care for the environment and creating a supportive workplace to empower our team.

GOALS**1. Talent Attraction and Recruitment Excellence**

Top talent that reflects the diversity of our communities is recruited and retained.

2. Employee Development and Training

An employee development program that offers continuous learning opportunities, training and workshops to enhance skills, knowledge and professional growth is developed and promoted across the organization.

3. Supportive Work Environment

DIVERSEcity is recognized as a supportive, inclusive and accessible work environment that respects the intersectionality of its workforce and promotes collaboration, open communication and a sense of belonging.

4. Technology and Tools Enhancement

Employees have access to and the ability to effectively use technology systems, tools and applications to excel in their roles.

5. Leadership and Succession Planning

We have the workforce, leadership and governance in place to meet our succession needs.

6. Space Utilization, Sustainability and Access

Through collaboration, strategic co-location and a commitment to the environment, DIVERSEcity aims to optimize the placement of its staff, programs and services, fostering a more sustainable and accessible ecosystem.

4

PRIORITY 4

Growth and Expansion

We will focus our energy and resources on creating regenerative pathways that contribute to the long-term sustainability of our communities and our planet.

GOALS

1. Enhancing Stability and Sustainability

By leveraging and building upon our core strengths, DIVERSEcity has an established and diverse base of stable and sustainable revenue.

2. Community Impact and Systems Change

Our services, programs and community involvement are embedded in communities where the need is greatest, resulting in systemic change.

3. Strategic Geographic Expansion and Scalability

Our services are delivered in multiple jurisdictions, forging partnerships with aligned parties and embracing diverse methods of delivery.

4. Reducing Environmental Impact

As DIVERSEcity grows and expands, our commitment to reducing our carbon footprint will guide our actions and decision-making.

5

PRIORITY 5

Collective Impact and Advocacy

We will strategically build our profile and visibility to increase awareness, engagement and support. We will listen and elevate the voices of individuals, share their concerns and advocate for their needs, positively impacting our communities and the people we serve.

GOALS

1. Brand Recognition

DIVERSEcity's brand, vision and mission is well-recognized in the communities it serves.

2. Thought Leadership and Expertise

DIVERSEcity is a key source of information for external interest groups and government entities, providing essential insights and expertise on BIPOC leadership, migration, settlement and integration.

3. A Respected Advocate

DIVERSEcity is a respected advocate on key social issues.

4. Creating Changemakers

Future generations of changemakers are identified and equipped with lifelong skills, motivation and the networks required to create a more equitable and sustainable world.

Message from the CEO and Board Chair



Neelam Sahota
Chief Executive Officer
DIVERSEcity Community
Resources Society

Across our history, from 1978 to the present day, DIVERSEcity has responded to the changing needs of both the world around us and the people and communities we serve. And now, it's time for us to evolve again. Here is where we're going next and how we plan to get there.

Our destination: an inclusive, equitable and regenerative society that puts people and the planet first — a North-Star vision guiding DIVERSEcity Community Resources Society.

We are committed to empowering every individual to realize their potential and embrace their unique journey. We also recognize that good governance and stewardship of an organization is important and especially so in these times of constant change and uncertainty. DIVERSEcity's commitment to truth and reconciliation, justice and equity and to systemic change anchors us and provides us purpose and direction. Our values will guide our collective efforts to make meaningful changes for individuals and communities so that we think about not only the present but also to the future.



Upkar Singh Tatlay
Board Chair
Chief Technology Officer,
Oxus Machine Works Inc.

From the beginning of the strategic planning process, we have rooted the concepts of reciprocity and care ensuring that every element — Vision, Mission, Values and Priorities — is understood and affirmed by our community members, staff, volunteers and other interested parties.

Our vision is a hopeful one. And one that is possible. Over the next five years, this plan will guide our decision-making. Our commitment to you is to continue to adapt and be flexible to achieve the goals that we have set together. We remain committed to ensuring that DIVERSEcity works on your behalf toward an abundant and fair world that we all deserve — and need.



Our work takes place on the ancestral, traditional and unceded territories of the SEMYOME (Semiahmoo), q̓içəy̓ (Katzie), kʷikʷəłəm (Kwkwetlem), q̓ʷa:n̓əłəñ (Kwantlen), q̓iq̓éyt (Qayqayt), xʷməθkʷəy̓əm (Musqueam) and s̓c̓əwaθən məsteyəxʷ (Tsawwassen) First Nations. The knowledge and traditions of these communities are significant in providing context to the work we do, and DIVERSEcity recognizes the importance that reconciliation has in building truly inclusive and strong communities.

Visit us at
dcrs.ca



Let's do our part to protect our planet. Please recycle or forward this plan to someone you think might be interested.