



Media Release

June 29, 2021

Tools 4 Equity: Anti-Racism & Equity Training Program

Victoria, B.C. – In partnership with our principal funders, Canadian Heritage and the United Way Southern Vancouver Island, the Inter-Cultural Association of Greater Victoria is pleased to announce the development of the **Tools for Equity** program, designed to support businesses and organizations throughout the Capital Region in their work to address issues of systemic racism.

"UWSVI believes that diversity, equity and inclusion are at the heart of a healthy and vibrant community. Our vision and work in support of it, is that people of all backgrounds, races, abilities, and orientations can share their voices freely and build a greater community for all," said Mark Breslauer, CEO at UWSVI. *"In order to create a community where everyone can fully participate and have an equal opportunity to succeed, we need to acknowledge and address some historical issues which contribute to racism and discrimination in some organizational settings. As a long-term funder of ICA we are proud to partner on the Tools for Equity program to bring a positive solution forward."*

Launching October 2021, the **Tools for Equity** program, will address racial disparities and employment barriers faced by immigrants and people of colour in the CRD. Through training and organizational coaching, the program will help organizations and businesses develop long-term equity frameworks, promising equity policies and institutional practices that strengthen management and employee competencies at all levels.

"ICA is developing Tools for Equity in response to the many organizations and businesses that genuinely want to be more inclusive and equitable but are unsure of how to move forward. They understand that doing this work will keep them both relevant and competitive." – Jean McRae, CEO

There is already significant demand for this work and it's critical that organizations undertake the necessary preparations prior to enrolling in the program. With this in mind, ICA has released the Have You Done Your Equity Homework, a guide to support local organizations in starting their equity journey.

[Download The Equity Homework Guide](#)



Organizations can also sign up on the **Tools for Equity** mailing list to receive updates and further information on the program and equity training opportunities.

[Join the Tools for Equity Mailing List](#)

About Inter-Cultural Association of Greater Victoria

The Inter-Cultural Association of Greater Victoria (ICA) supports the full integration of newcomer immigrants and refugees into the social, economic and civic life of the Capital Region of British Columbia. Through community engagement programs, ICA serves residents, organizations and businesses in Greater Victoria to help foster an equity framework to build a truly welcoming, equitable and inclusive community where everyone can feel safe and thrive.

About United Way of Southern Vancouver Island

United Way Southern Vancouver Island (formerly United Way Greater Victoria) is a trusted leader, influencer and catalyst for change. United, we accelerate change to improve the lives of our neighbours who need it most, making our local community stronger. We believe everyone in Greater Victoria, which includes 13 municipalities and 11 First Nations and the Southern Gulf Islands should have the opportunity to reach their potential. Our priorities are focused on assisting isolated seniors, families in need, diversity, equity and inclusion and individuals struggling with mental health challenges and/or addictions. Last fiscal year, United Way raised \$6.2 million thanks to over 7,000 donors and 200 workplaces opening their offices to run employee giving programs. Through our community partnerships, over 125,000 people on Southern Vancouver Island received support. Show your local love today by making a gift to United Way at www.uwsvi.ca

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