



## Diversity, Equity and Inclusion Framework

### Purpose

Wine Growers Canada's (WGC's) longstanding vision is to be "an inclusive, accessible, knowledgeable and responsive organization committed to sustainable domestic and international success for the Canadian wine industry". This vision and WGC's values are a driving force to create a Diversity, Equity and Inclusion (DE&I) Framework.

The DE&I Framework aims to support diversity within our workplace, organizational structures, and within the wider Canadian wine industry. Through this framework, WGC will encourage action on diversity, equity and inclusion within and across the Canadian wine industry, and provide leadership to build a better employee experience for those working in all facets of the industry – from the vineyard to the tasting room and beyond.

Diversity, equity and inclusion is increasingly important in creating high-performing teams, attracting talent and meeting consumer expectations. Diverse teams in the workplace provide a different set of perspectives, thoughts, beliefs and ideas, which provide a wider range of insights on various business challenges and opportunities. This applies just as much in the vineyard, as to those working in the wine cellar, the warehouse, the winery tasting room or the corporate office. As WGC and our members commit to this framework and to the actions that flow from it, it is hoped a cascading effect will result, whereby we hold our partners and suppliers to these standards too.

*Diversity* is an all-encompassing term which refers to both the visible and invisible ways in which we differ, in terms of gender, race, age, ethnicity, language, religion, disability, sexual orientation, education and national origin.

*Equity* acknowledges that barriers and disadvantages exist as a result of our diversity, and commits to correct this imbalance.

*Inclusion* refers to ensuring people with different identities are welcomed, and that opportunities are accessible to them.

The WGC Framework will guide the Canadian wine industry towards greater diversity and inclusion, making employees feel respected and valued. A Canadian wine industry whose employees feel welcomed are more committed to their work and more motivated to achieve the highest levels of employee engagement and performance. This framework will help the industry become an even more socially responsible sector.



## Our Commitment

To provide authentic leadership in the promotion of diversity, equity and inclusion, Wine Growers Canada commits to:

- Diversity, equity and inclusion being integral to our mission
- Supporting an open-door policy for employees and colleagues, free of judgement
- Ensuring equitable and inclusive policies, practices, programs and systems are in place and regularly reviewed
- Treating everyone with dignity and respect. This includes employees, prospective employees, contractors, consultants, suppliers, members and third parties.
- Enabling all employees to participate and contribute to their full potential
- Maintaining a safe work environment free from inappropriate workplace behaviours including discrimination, harassment and bullying, and undertaking action against any such behaviour
- Promoting a culture that values diversity and differences by developing and offering work arrangements that help to meet the needs of a diverse work force
- The provision of resources for our membership to implement inclusive practices and advocate for diversity, equity and inclusion within the industry
- Leveraging opportunities for education on diversity, equity and inclusion for the WGC Board of Directors and member wineries
- The creation of a permanent DE&I Advisory Committee, comprised of diverse individuals who work in all areas of the industry – from vineyard to winery – to advise on and recommend on-going diversity, equity and inclusion initiatives and actions to be undertaken by WGC
- Encouraging all WGC members to become declared supporters of and operate in accordance with the principles in the framework