

Canadian Association for Equality

Statement of Values

Date of issue: October 23, 2014

Issued/Developed by: Justin Trottier

Board of Directors Approval Date: October 23, 2014

Overview

The Canadian Association for Equality is a charitable organization registered with the Canada Revenue Agency with the following mission:

1. To advance education by providing classes, workshops, seminars and lectures on gender issues; and
2. To advance education by providing books, equipment, and educational aids to students; and
3. To advance education by maintaining a lending library of literary and multimedia resources accessible to the public; and
4. To advance education by conducting research in gender studies and making the results publicly available.

The CAFE Vision is expressed through its Mandate as follows:

The Canadian Association for Equality is committed to achieving equality for all Canadians, regardless of sex, sexual orientation, gender identity, gender expression, family status, race, ethnicity, creed, age or disability.

In particular, we are interested in gender equality, that is on achieving equality for all men, women, girls and boys. While we support all efforts at achieving gender equality, we will work for balance and fairness within this societal project by focusing our limited resources on those areas of gender which are understudied in contemporary culture.

This has led us to a current focus on the status, health and well-being of boys and men, where attention, investment and support for educational and social programs stands at a level that is far from equal to the seriousness of the problem, while also being significantly underdeveloped compared to the resources in other important areas of social improvement.

We provide current evidence-based research and balanced information. We also provide opportunities to engage in furthering this cause by participating in discussions, events and family-friendly activities. We sincerely believe the goal of true equality and human rights is best served by conducting inclusive conversations based on facts and evidence, not by promoting ideology or special interest agendas.

The Canadian Association for Equality's mission and vision informs and establishes the foundations of its organizational principles and philosophy. All CAFE personnel are obliged to

review this Statement of Values, and must be familiar with and demonstrate respect for its affirmations.

Details of Values

1. CAFE values equality, tolerance, respect, dignity and acceptance
2. CAFE values all fundamental freedoms, including freedom of speech, freedom of expression, freedom of thought, freedom of association and freedom of the press. We believe in the importance of discussing different perspectives and we oppose censorship of controversial or politically incorrect ideas
3. CAFE values peaceful and non-violent approaches to settling differences
4. CAFE values the human rights of each and every individual. We believe the advancement of human rights is not a zero sum game where some will win only if others lose. We believe every human wins when any individual succeeds in advancing their human rights.
5. CAFE values people above ideas; we strive to ensure beneficial outcomes for our clients, personnel and CAFE's Community.
6. CAFE values education; as an educational charity, CAFE is committed to the highest standards of education and strives to continually improve educational content and experience.
7. CAFE values public policy that flows from fact-led and evidence-based scientific research rather than political or ideological commitment or special interest agenda
8. CAFE values the wellness of people; we strive to improve the wellness of our personnel, CAFE's Community and the public.
9. CAFE values excellence; at all times, CAFE undertakes to continually improve its business based on feedback, input and participation of CAFE's Community, personnel and the public.
10. CAFE values transparency; at all times, CAFE undertakes to demonstrate transparency to its personnel, members and the public.
11. CAFE is an open and diverse community of individuals that embraces individuals regardless of sex/gender, gender identity, sexual orientation, disability, physical appearance, body size, race, or religion. We do not tolerate harassment of participants in any form.

Other Matters

CAFE personnel and members are not obligated to affirm or disaffirm any beliefs, views, values, opinions or perspectives held by members of the public or other members of CAFE's Community.

Individuals not in agreement with any perspectives, assertions or other matters contained in this Statement of Values are encouraged to express their questions, concerns or views with supporting information and evidence through CAFE's feedback process.