

# Canadian Association for Equality

## Statement of Values

Most recent update: February 2, 2016 (Statement of Values)

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### 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 is an open and diverse community that embraces all individuals regardless of sex, gender identity, gender expression, sexual orientation, disability, physical appearance, race, ethnicity, religion, spirituality or lack thereof.
2. CAFE values equality, tolerance, respect, dignity, integrity, diversity and acceptance.
3. CAFE values all fundamental freedoms, including freedom of speech, freedom of expression, freedom of thought, freedom of association and freedom of the press. We encourage the respectful exchange of ideas in order to foster greater understanding.
4. CAFE opposes censorship in all forms.
5. CAFE values dialogue and peaceful approaches to settling differences. CAFE opposes harassment, violence and the advocacy of violence in any form.
6. CAFE values the human rights of each and every individual. We believe that men and boys share a common collective interest with women and girls. We believe that through promoting the health and welfare of any individual, all will benefit.
7. CAFE values people above ideas; we strive to improve the wellness of our clients, volunteers, staff and ultimately the whole community.
8. CAFE is an educational charity, and is committed to providing high-quality and informative programs.
9. CAFE values public policy that flows from fact-led and evidence-based research. Political, ideological, or special-interest commitments should not be allowed to undermine the broader public interest.
10. CAFE values excellence, undertaking to continually improve its programs based on the feedback, input and participation of staff, volunteers, members and the public.
11. CAFE values transparency and accountability, undertaking to demonstrate transparency with regard to staff, volunteers, members and the public.

### **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.