

**EQUITY, DIVERSITY, AND INCLUSION (EDI) POLICY**

**EN CŒUR FOUNDATION**

**FEBRUARY 2026**



## Table of contents

Table of contents .....	i
Preamble .....	1
1. General Objectives .....	1
2. Definitions.....	2
3. Guiding Principles and Commitments .....	3
4. Expected behaviors and responsibilities .....	5
5. Scope of Application .....	6
6. Legal Context .....	6
7. Application of this Policy .....	6
8. Effective date and revision .....	7

## Preamble

Since its inception, the En Cœur Foundation (hereinafter the “**Foundation**”) has been guided by values of openness and inclusion, which are reflected today in the great diversity that characterizes its community. To fully benefit from this richness, the Foundation is committed to integrating equity, diversity, and inclusion into all its actions, thereby fostering a culture of respect and collaboration within its community.

Aware of the impact it has on its beneficiaries across Quebec, the Foundation therefore seeks to make these values enduring drivers for its initiatives.

The Foundation is therefore firmly committed to promoting equity, diversity, and inclusion (EDI) in all aspects of its operations, particularly in the information and support services it offers to its beneficiaries. It recognizes that the diversity of its community members is essential to the success of its mission. The Foundation is therefore committed to creating an environment where every person feels respected, valued, and included, regardless of their background, gender, age, sexual orientation, health status, beliefs, or social circumstances.

For ease of reading, this Equity, Diversity and Inclusion Policy (hereinafter the “**Policy**”) uses gender-neutral language.

## 1. General Objectives

This Policy serves as a key tool for continuing to foster a culture of equity, diversity, and inclusion within the Foundation community. It provides a framework that guides the organizational culture, internal policies, practices, governance, and all programs and initiatives implemented to promote these principles.

More specifically, this Policy :

- Defines the Foundation’s principles and approaches to ensure a shared understanding.
- Guides collaboration with the Foundation’s partners to develop strategies that promote equity, diversity, and inclusion.
- Outlines the Foundation’s concrete commitments, allocating the

necessary resources for their implementation, monitoring, and evaluation.

## 2. Definitions

For the purposes of this Policy, the defined terms shall have the meanings set forth in this section.

**“Beneficiaries”:** Children with congenital heart defects and their families.

**“Community” or “Community Members”:** This term refers to all individuals associated with the Foundation in addition to its beneficiaries.

**“Discrimination”:** Discrimination refers to any behavior — whether verbal, gestural, behavioral, or regulatory — intended to exclude a person, belittle them, or deny them certain rights on the basis of their race, color, sex, pregnancy, physical appearance, sexual orientation, marital status, age (except in cases provided for by law), religion, political beliefs, language, ethnic or national origin, social status, disability, or the use of assistive devices to compensate for a disability.

**“Diversity”:** Diversity refers to the presence of people from different groups within a group or organization. Sociodemographic characteristics are commonly used to distinguish individuals, for example, gender, sex, ethnicity, origin, physical appearance, religion and beliefs, values, age, education, language, sexual orientation, etc. It should be noted that people whose sociodemographic characteristics differ from those of the majority group are likely to offer diverse opinions, ideas, professional and life experiences, skills, and knowledge.

**“Equity”:** Equity refers to fair treatment aimed at eliminating systemic barriers that disadvantage certain groups. Fair treatment does not necessarily imply uniformity for all, but takes into account diverse realities — whether current or historical — to ensure that everyone has equal opportunities. The implementation of equitable practices is based on the principles of social justice, equal opportunity, respect for human rights, and a sincere regard for the dignity of each individual.

**“Gender expression”:** This term refers to the way a person publicly expresses their gender identity. It encompasses their behaviors and appearance, such as clothing choices, hairstyle, use of makeup, body language, and voice. Additionally, gender expression often includes the choice of a name and pronoun to define oneself<sup>1</sup>.

**“Inclusion”:** Inclusion involves fostering environments where every individual or group feels welcomed and respected for their differences, thereby enabling everyone to fully participate in the activities organized by the Foundation.

**“Individuals associated with the Foundation”:** This term refers to all individuals working with the Foundation, including board members, staff, volunteers, ambassadors, spokespersons, partners, members of the Young Philanthropists Committee, and consultants.

**“Unconscious bias”:** This term refers to an attitude, stereotype, motivation, or implicit assumption that manifests itself without the person’s awareness, or independently of their control or intentions. This bias stems from individual life experiences, and no one is immune to it. Everyone has implicit or conscious biases. Over time, decisions influenced by these unconscious biases can have a cumulative effect, significantly impacting individuals’ lives and their opportunities for equality<sup>2</sup>.

### 3. Guiding Principles and Commitments

The Foundation recognizes the importance of ensuring a supportive, healthy, and safe environment for its entire community. The Foundation is committed to maintaining an environment that is respectful, inclusive, and free from all forms of discrimination.

The Foundation values diversity in all its forms and recognizes the many benefits it brings to its beneficiaries, as well as its contribution to the excellence of the care and support provided. In particular, it is committed to:

---

<sup>1</sup> DEPARTMENT OF JUSTICE CANADA, “Gender Identity and Gender Expression”, *Government of Canada*, 2016, online <<https://www.canada.ca/en/departement-justice/news/2016/05/gender-identity-and-gender-expression.html>>

<sup>2</sup> CONSEIL DE RECHERCHE EN SCIENCES NATURELLES ET EN GÉNIE DU CANADA, *Guide du candidat : Tenir compte de l'équité, de la diversité et de l'inclusion dans votre demande*, 2017, en ligne : <[https://nserc-crsng.canada.ca/sites/default/files/migrated/\\_doc/edi/guide\\_for\\_applicants\\_fr.pdf](https://nserc-crsng.canada.ca/sites/default/files/migrated/_doc/edi/guide_for_applicants_fr.pdf)>

- Stay informed about issues and best practices related to equity, diversity, and inclusion to provide the best solutions and resources to its beneficiaries.
- Publish quantitative and qualitative data on diversity within the Foundation's community to identify ways to improve its initiatives and tools.
- Continue to attract, select, and retain diverse talent within the Foundation, ensuring equal opportunities for integration and advancement for all members of its community, regardless of gender, race, ethnicity, disability, sexual orientation, gender identity or expression, social status, religion, political beliefs, or experience.

The Foundation believes that equity and inclusion are essential to enabling its entire community to fully benefit from its diversity. To this end, it is committed to:

- Integrate equity, diversity, and inclusion into its operations, particularly regarding the recruitment, selection, onboarding, integration, retention, and support of its beneficiaries, staff, and volunteers.
- Ensure equitable representation of underrepresented groups among the Foundation's beneficiaries, staff, volunteers, and in its decision-making bodies.
- Ensure that all beneficiaries, volunteers, and partners have equal opportunities to participate in the Foundation's programs and services, as well as in its projects and initiatives.
- Implement measures to address the underrepresentation of certain groups in support initiatives.
- Ensure the implementation and sustainability of action plans related to equity, diversity, and inclusion in the Foundation's activities.

The Foundation is committed to providing a supportive, healthy, respectful, and safe environment that values diversity, equity, and inclusion. To that end, it is committed to:

- Be proactive in welcoming and integrating new members of the community.
- Continue to promote an inclusive approach in the Foundation's delivery of care, activities, and services.

- Consider the concerns of the entire community regarding equity, diversity, and inclusion to adapt services and resources.
- Support innovative projects that promote equity, diversity, and inclusion, particularly in the care and support of its beneficiaries.
- Communicate this policy, along with the associated action plans, to the entire community, and highlight its commitments to equity, diversity, and inclusion.

The Foundation hopes that every member of its community will foster an atmosphere of respect and inclusion through their behavior, words, and actions. Through training, awareness-raising activities, communication strategies, and other means, the Foundation is committed to:

- Raise awareness among community members about the importance of welcoming and integrating people from diverse backgrounds into all the Foundation’s activities and programs.
- Raise awareness about unconscious biases and stereotypes to ensure a fair and supportive environment for all the Foundation’s beneficiaries.
- Promote a climate of respect, solidarity, and collaboration among all members of the Foundation’s community, particularly in the context of supporting beneficiaries.
- Value the individual and collective commitment of community members to the causes of equity, diversity, and inclusion, notably through the creation of support groups for the Foundation’s beneficiaries.

#### 4. Expected behaviors and responsibilities

In all its activities, the Foundation does not tolerate any form of exclusion based on grounds of discrimination such as age, social status, disability, gender identity or expression, language, sexual orientation, race, color, ethnic origin, religion, political beliefs, sex, or any other ground described in the *Charter of Human Rights and Freedoms*<sup>3</sup> (hereinafter the “**Quebec Charter**”) and the *Canadian Charter of Rights and Freedoms*<sup>4</sup> (hereinafter the “**Canadian Charter**”) .

---

<sup>3</sup> RLRQ, c. C-12.

<sup>4</sup> Part I of the Constitution Act, 1982 [Schedule B to the Canada Act 1982, 1982, c. 11 (U.K.)].

To ensure the implementation of the guiding principles and commitments set forth in this Policy, the Foundation requires that each member of its community adopt the following behaviors:

- Respect all members of the Foundation’s community in all their diversity.
- Demonstrate open-mindedness, be attentive to the needs of other members of the Foundation’s community and be able to adapt to each person’s circumstances.
- Challenge the status quo in a constructive and positive manner, and question existing processes and practices that may not promote equity, diversity, and inclusion.

In addition, all individuals associated with the Foundation are responsible for upholding and promoting this Policy.

## 5. Scope of Application

This Policy applies to the entire Foundation community.

The Foundation is also committed to implementing this Policy at all levels of its organizational structure.

The content of this Policy applies to all situations described in the “General Objectives” section.

## 6. Legal Context

This Policy supplements the legal provisions governing individual rights and freedoms, such as the Quebec Charter and the Canadian Charter.

It does not limit the application of the Foundation’s internal regulations, policies, or management rights.

## 7. Application of this Policy

Overall responsibility for implementing this Policy rests with the Board of Directors of the Foundation. The Board of Directors will also be responsible for ensuring the ongoing training of staff and volunteers and will conduct regular

evaluations of the Foundation's practices and services.

## 8. Effective date and revision

This Policy was adopted by the Board of Directors of the Foundation on February 25, 2026, and took effect on the same day.

The Foundation also commits to reviewing this Policy at least once every five years.