



Flavours of Hope is rooted in core values of hospitality, resilience, equity, diversity, and mutual transformation, with relationships at the centre of the work. Our values reflect our beliefs, practices and commitments:

Our Commitments

Commitment to Anti-Racism

Flavours of Hope was built ground-up by women of colour, which encompasses our leadership, program cohorts, mentors, and partners. Our understanding and experience of systemic racism, as well as feminist and anti-racist principles, guides our framework of peer-led empowerment towards broadened access and equity. With this in mind, we commit to language support, power-sharing, and collectively-informed decision making as ways to build a culture of mutual support and anti-racism. We believe in the redistribution of power, access and opportunities for newcomers to empower one another in growing confidence, navigating systemic barriers, and tending cultural and community-based connections. We recognize the structural barriers encountered by racialized newcomer refugee women and are committed to anti-oppression work within and through our organization. We commit to amplifying and centering the lived experience and voices of Black, Indigenous, and People of Colour (BIPOC) leaders, mentors, and partners in our community.

Commitment to Decolonization

Flavours of Hope acknowledges that we operate on the traditional, ancestral, unceded, and occupied territory of the x^wməθk^wəyəm (Musqueam), Sk̓wx̓wú7mesh (Squamish), and sel̓íwítulh (Tseil-Waututh) Nations. We are committed to working in solidarity toward decolonization, advocating for justice in food systems and business operations, and honouring the gift of the land in our collective nourishment. We seek to build relationships with Indigenous business owners, leaders, and knowledge keepers and respectfully integrate Indigenous wisdom into all our work, especially that of our host nations. We are committed to a decolonial approach in our programming, integrating embodiment through breaths, pause, and somatic awareness, and prioritising emotional support, care, and presence. Recognizing that women's well-being is affected by multiple factors, we seek to facilitate holistic support, trust, connections and relationships based on generosity and reciprocity.

Commitment to Safe and Inclusive Spaces for Newcomers who Identify as Women, Trans, Non-Binary and 2SLGBTQI+

Flavours of Hope is committed to pursuing gender justice and creating safe and inclusive spaces for newcomer refugees who self identify as women, trans, non-binary, and 2SLGBTQI+. As an organization serving newcomer women, we interpret "women" expansively to include non-binary and gender diverse individuals. We believe in the importance of centering women who experience



multiple forms of marginalization, and that pursuing an organizational culture of trans inclusion benefits women in all their diversity to flourish. As such, we commit to cultivating environments of welcome and inclusion for trans and queer women, 2SLGBTQI+ and non-binary people through relational support, advocacy, and education. We commit to trauma informed practices, the careful selection of staff, leaders, and mentors, and as outlined below, will appropriately investigate and respond to any and all concerns about discrimination, bullying, harassment, or non-inclusive behaviour.

Commitment to Diversity, Equity, Inclusion, and Justice in Leadership

Flavours of Hope's staff and Board of Directors currently exceeds the recommendations laid out in the Government of Canada's [50:30 Challenge](#) with over 50% women or gender diverse individuals and over 30% racialized individuals represented in organization governance.

Representation, however, is not the only goal: we understand racism as cultural and systemic, and are working to build a decolonial and anti-racist organizational culture through the commitments listed above. In keeping with these commitments, we aim to create an inclusive environment where leaders of colour (which includes program participants, staff, volunteers, and the Board of Directors) can empower and equip one another to thrive.

As an equity seeking organization, we will continue to prioritize the employment (recruitment and retention) and leadership (governance) of racialized women, as well as partnerships with BIPOC led organizations. Towards this commitment, our Board of Directors and Senior Leadership will maintain a minimum benchmark of 80% women or gender diverse individuals and 70% racialized individuals.

Commitment to Economic Equity

Flavours of Hope is a living wage employer and commits to paying all staff and/or contractors at or above the minimum guidelines in the BC Living Wage Rates, specific to region and updated annually. (For example, the Metro Vancouver Living wage was \$20.52 in 2021¹).

¹ https://www.livingwageforfamilies.ca/living_wage_rates