**Diversity Statement**

[insert name of brokerage] believes that ensuring diversity is fundamental to its future growth and progress and is an integral part of its business activities.

We believe that success happens where new ideas can flourish – in an environment that is rich in diversity and a place where people from various backgrounds can work together. At [insert name of brokerage] we know that an environment that fosters diversity is the kind of environment which brings out the untapped potential that lies in our workforce, stimulates innovation and Company growth.

Our diversity mission is to continue to be a Company with the following characteristics:

* Universal recognition by everyone with whom it deals as a Company committed to diversity and synonymous with improving the opportunities of disadvantaged groups in employment;
* A workforce that fully reflects the requisite skills available in the relevant employment market;
* A preferred employer and vendor for all cultural groups in the population by virtue of our reputation in this field;
* An environment where every team member understands and voluntarily values diversity in all areas of practice; and
* An environment where all team members have the opportunity to reach their highest potential.

Recognizing and encouraging of the uniqueness of individual contribution within a team environment is fundamental to [insert name of brokerage] and its employment policies. Our philosophy is found in all aspects of employment such as recruitment, compensation, training, promotion, transfer, and benefits. All team members at OPI will be treated as individuals according only to their abilities to meet job requirements, and without regard to factors such as race, sex/gender, colour, sexual orientation, age, disability, family/marital/civil status, religion/creed, gender identity or gender expression, or any other factor that is legislatively protected within the province where the team member works. Any kind of discrimination or harassment based upon these factors is neither permitted nor condoned, and above all, will not be tolerated under any circumstances.