

## Land Acknowledgement

We humbly and gratefully acknowledge that the lands on which we gather are the traditional and unceded territories of the Beothuk and Mi'kmaq Peoples, and the homelands of the Innu, Inuit, and Southern Inuit of Labrador. We recognize the ancestral and continued ties of Indigenous Peoples to the lands and waters in the region known as Newfoundland and Labrador.

## Equity, Diversity, and Inclusion Statement

Choices for Youth (CFY) strives towards a culture of inclusion and empowerment, one where there's a sense of belonging and safety while prioritizing diversity across the organization, including in its Board of Directors composition, employment practices, staff, policies, programming, and services. CFY actively works to support program participants, staff, and volunteers who identify as Indigenous, Black, racialized and/or as members of other equity-seeking and/or religious, cultural and other communities; members of the 2SLGBTQIA+ community; people with disabilities; and people from a variety of social and economic backgrounds. CFY is committed to providing support and accommodations to all involved with the organization, including employees, program participants, and volunteers. Should you require support or accommodation(s) to enable your participation within this RFP process, please let us know at any point.