



Servicing Grand River Valley Counties:  
Grey  
Dufferin  
Wellington  
Brant  
Haldimand  
Norfolk  
And Waterloo Region

May 18, 2021

### **GVCA Anti-Racism Statement**

The Grand Valley Construction Association is committed to recognizing, addressing and eradicating all forms of racism and inequities faced by Black, Indigenous, and People of Colour (BIPOC) within our organization, our membership, and the construction industry at large, including companies, unions, workers and job sites.

GVCA is committed to continuous learning about systemic and individual racism in our society and we will take action to challenge racism in all its forms, whether intentional or unintentional.

GVCA will not tolerate any forms of racism – period.

Working with our partner associations lead by the [Council of Ontario Construction Associations](#) (COCA) the following actions will be taken:

- We commit to developing policies and practices that foster a culture of anti-racism within our organization.
- We commit to sharing resources that support our members in their respective journeys to becoming diverse, inclusive and welcoming workplaces.
- We commit to promoting and celebrating the work and perspectives of BIPOC individuals in our industry.
- We commit to sharing updates on our progress towards these goals.

Achieving racial equality in our industry and our society is an urgent, vital and collective goal. When our individual differences are recognized, respected and valued, we are all stronger together.

A handwritten signature in black ink that reads "Martha George".

Martha George, GSC  
President