

Unison Health and Community Services

Organizational Culture Questions

Please review the following statements and be prepared to answer the questions that follow.

- Unison HCS are committed to working from an inclusive, sex positive, harm reduction, anti-racist, anti-oppression and participatory framework.
- Unison HCS are a pro-choice organization that recognizes choice as integral in the attainment of health and wellbeing in the broadest sense, but particularly in achieving sexual and reproductive health, in making informed choices regarding medical care and treatment, and in pursuing life goals
- Unison HCS values include:
 - treat everyone with dignity, respect and honesty;
 - embrace, reflect and celebrate diversity;
 - recognize and value each person's varied abilities;
 - create a safe and caring environment that supports learning and personal growth;
 - be ethical and accountable in the way we use our resources and conduct ourselves;
 - work in partnership with other organizations that benefit the community.

Do you have any questions about these statements? What are your thoughts on this statement?

Would you feel comfortable working in such an environment? Please tell us how did you put anti-oppression principles into practice in your previous jobs?

Please tell us how you would ensure that these values are integrated into your day to day work?

Definitions:

Sex positive includes having a comprehensive definition of sexuality, viewing sexual health as a basic human right, focusing on the life-enhancing aspects of sexuality as well as attention to the negative aspects, being non-judgmental and challenging narrow social constructs, using inclusive language rather than value-laden language which makes assumptions based on sexual orientation or gender stereotypes, and assisting individuals to be aware of the choices involved in sexual decisions.

Harm reduction practices are dedicated to reducing the social, health and economic harms associated with activities such as drug use, drug distribution, sex and sex work. Harm reduction commits to meeting people where they are at to reduce the risk of infections, communicable diseases, overdose and violence.