

Diversity, Equity and Inclusion Policy Responsible Office: Registrar Contact:	Reference Information (Manual, page number, chapter):
	Replaces former policy: None
	Date Effective: Dec. 1, 2022
	Last Update:
	Next Review Date:
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1. Policy Rationale & Purpose:

The College of Chiropractors of British Columbia (the “College”) is committed to supporting an organization that reflects the rich diversity of the communities it serves. For the Board, Committees, and College staff, we recognize that diversity of membership and an inclusive environment for everyone are important to ensure that the College is an effective health profession regulator.

The College understands the uniqueness of every individual and believes that having people who reflect the spectrum of skills, background, identity, and lived experience available in our communities are essential to our success. Diversity enriches our decision making, fosters creativity and innovation, and keeps us progressive and socially aware. We also strive to create an inclusive culture that emphasizes equity that not only accepts and respects our differences, but values and embraces them.

The College recognizes that society, governments, and health care agencies historically and systemically have marginalized equity-seeking groups. We acknowledge that this marginalization continues to hinder an individual's ability to fully, freely, and equitably participate within the health regulatory landscape. We strive to ensure that all individuals have equitable access to contribute to the work of the College.

This policy outlines how the Board will prioritize diversity and inclusion in developing its composition, including in communications with the various groups who nominate and appoint candidates to our Board, to encourage them to keep our diversity goals a priority when considering potential candidates.

2. Policy Scope

This policy applies equally to all persons associated with the College: Board Members, Committee Members, employees, and contractors, while engaged in College activities. This policy is not intended to interfere with related legislation.

3. Policy Statement:

The College will work to attract, retain, and develop qualified, capable, and diverse Board members, Committee members and a workforce that represent our communities. We will actively promote an inclusive, respectful, and safe work environment in which we encourage collegiality.

To foster diversity, equity, and inclusion, the College will:

- Consider the diversity of the Board, Committees and College staff, as applicable, when making recommendations, as well as future diversity, equity and inclusion objectives.
- Ensure the Board's composition considers the balance of skills, experience, knowledge, perspectives, and characteristics in alignment with the strategic objectives of the College, the health regulatory landscape, and the composition of communities in BC.
- Promote the nomination and election/appointment of diverse candidates for Board and Committee positions by incorporating this policy into nomination, election, and appointment processes.
- Give careful consideration to skills/competencies, community representation, and diversity attributes when making selections for Committee appointments, hiring decisions, and the awarding of contracts.
- Commit to training and education on diversity, equity, and inclusion in an effort to enhance awareness of these topics.
- Foster a culture where diversity, equity, and inclusion are celebrated, welcomed, and appreciated.
- Ensure all individuals involved in College work, including Board and Committee Members, feel safe and encouraged, and are able to contribute to their fullest potential.
- Provide reasonable and appropriate accommodation to support Board and Committee Members.

The College's nomination, appointment, and hiring processes will welcome and encourage candidates to apply who:

- a) are highly qualified based on their talents, experience, expertise, skills, character, and other personal qualities, keeping in mind the Board and Committee Competency Matrices as well as the College's plans and strategic objectives; and,
- b) enhance the College's diversity, including age, gender, ethnicity (e.g. BIPOC), culture, sexual orientation, Indigenous status, gender expression/identity (e.g. LGBTQIAA2S+), disability, education, religion, marital status, family status, geographic location, and national origin.

Oversight

The Governance Committee will report to the Board annually on the implementation of this Policy, and provide recommendations to the Board designed to increase diversity on the Board and Committees. Among other things, success will be measured based on the level of diversity on the Board and Committees and a high level of retention of members with diverse lived experiences; the Governance Committee will seek feedback from the CEO in relation to this metric.

4. Legal Authority:

The Bylaws of the College set out the requirements for nomination and election of elected members to the Board. The Ministry of Health assigns appointed members to the Board. While this policy can help to guide these two processes, the Board cannot control the outcome.

The Board has the ability to appoint all individuals to Committees in alignment with the Bylaws and Committee terms of reference.

5. Key Stakeholders:

- *Registrants (nominations for election, voting)*
- *Ministry of Health / CABRO (public member appointments)*
- *Board and Committee Members*

- *Staff*
- *Public*

6. Definitions:

Equity: Equity is about fairness. It is the process that removes barriers to ensure access to educational and employment opportunities. To effectively regulate in the public interest and to ensure fairness, individuals or groups will be treated according to their diverse needs in a way that enables all people to participate, perform, and engage to the same extent. Equity addresses the effects of colonization, economic and social disparity, injustices against marginalized groups, and systemic barriers to access and participation.

Diversity: Diversity functions to affirm each individual's unique and varied histories, experiences, and ways of being, knowing, doing, and relating. It is about being different and acknowledging and celebrating differences. Our experience and understanding of diversity strengthens us and supports the work we do at the College.

Inclusion: Inclusion is the process through which we build a community where the diversity of human experiences, perspectives, and identities is recognized and respected. Inclusion fosters belonging. It affords everyone the right to participate and strengthen the collective well-being of our communities.

7. Resources:

Related Policies/Documents:

- *CCBC Board and Committee Composition Matrices*

Approved by the Governance Committee on: (date: October 14, 2022)

Approved by the Board on: (date: December 01, 2022)

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