

COO Diversity, Equity & Inclusion Strategic Plan 2020 – 2022

1.0 Goal Statement

Diversity, equity and inclusion are central to the College's policies and practices and the way that it operates as an organization.

Strategies:

- 1.1. Provide a supportive and inclusive environment for all internal stakeholders by being a fair and enabling employer/ organization
- 1.2. Ensure a process for Board/Committee selection that is competency based and barrier free
- 1.3. Ensure opportunities and resources for Registrants/Non-Registrants with diverse backgrounds to apply for Board/ Committee positions
- 1.4. Ensure DEI is integrated within the internal governance structure and decision-making process
- 1.5. Use DEI to regulate Registrants fairly and equitably

2.0 Goal Statement

The College uses DEI to protect the public through effective regulation.

Strategies:

- 2.1 Promote cultural awareness, safety and humility with the College's stakeholders and the communities they serve
- 2.2 Ensure transparency with the public regarding decision making process while maintaining a necessary level of privacy for the COO
- 2.3 Explore opportunities for collaborative communications and DEI initiatives between Regulatory Colleges.
- 2.4 Ensure Standards and Guidelines set expectations for Registrants to demonstrate DEI in their practices
- 2.5 Support the Board and Committees in applying a DEI lens when making decisions and/or developing policies
- 2.6 Ensure diverse stakeholders are provided with a platform to offer suggestions, voice concerns, and actively engage with the decision-making process