



Introduction

Recognizing the significant impact of equity, diversity, inclusion and justice matters in our society and the potential for impacts and implications for all Boards of Directors, including those in the health regulatory sector, the CMLTO Board of Directors has set a goal which states:

“To begin, together as a Board, the learning process around Equity, Diversity, Inclusion and Justice matters including the issues/concerns, the impact and action needed by the Board, and the related influence/direction the Board wishes to have on CMLTO as an organization.”

The College of Medical Laboratory Technologists of Ontario (CMLTO) Board of Directors embedded this in its work and planning for 2022 and beyond to further understand these important concepts and the resulting values which should become part of CMLTO’s core beliefs, organizational DNA, and way of doing business.



Equity

The quality of being fair or impartial. Equity recognizes that each person has different circumstances and allocates opportunity and resources needed to reach an equal outcome.

Diversity

Diversity refers to all the key ways in which people vary and form the basis for group identities.

Inclusion

The action or state of including or belonging and being included in a group or structure. It is the practice or policy of providing equal access to opportunities and resources for people who might otherwise be excluded or marginalized.

Justice

Giving each person what they are due or what they deserve. Justice is the standard of rightness in the face of conflicts of misconceptions of what rights or resources people should receive. Restorative justice is the process of restoring a situation back to a just condition.

CMLTO Board of Directors Approach

To effectively address the complexities of equity, diversity, inclusion and justice, the Board has committed to ongoing dialogue and a measured, iterative approach. In 2022, this approach included a self-assessment of Board member's perspectives on equity, diversity, inclusion and justice. The outcomes of this assessment formed the foundation of initial dialogue with staff and external experts which helped to provide insight into the nature of the equity, diversity, inclusion and justice challenges in our society. Also addressed were the related key dimensions of these challenges that Boards in our society are being called upon to address.

A draft set of Board Principles related to equity, diversity, inclusion and justice were drafted and discussed by the Board, and the approved principles are described further.

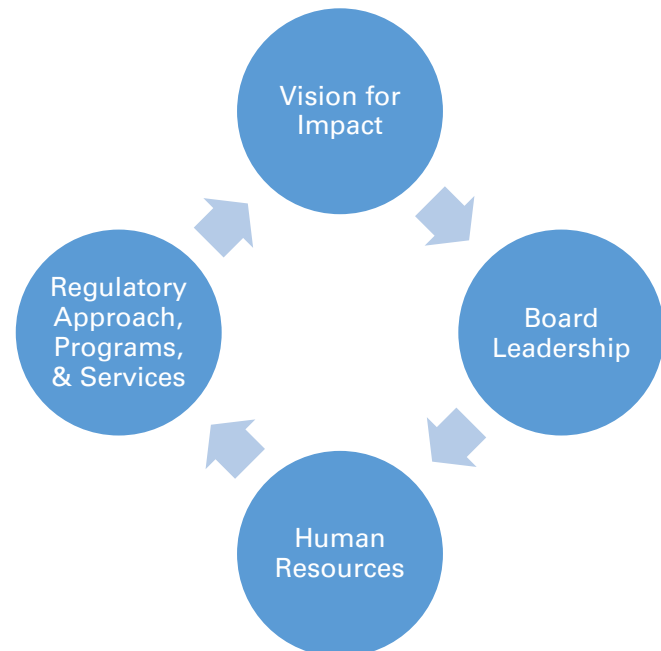


CMLTO Board Principles

An international consensus is forming that identifies the ultimate goals of equity, diversity, inclusion and justice, as:

- Creating a better, equitable world for everyone,
- Advancing an inclusive culture where people can belong, and
- Improving organizational effectiveness.

Outlined below are a series of principles to which the Board has committed itself in relation to equity, diversity, inclusion and justice. These principles can be grouped into four categories as follows:





Vision for Impact

Equity, diversity, inclusion and justice concepts are an integral part of the overall CMLTO values, vision, outcomes, policies and practices.

Equity, diversity, inclusion and justice is embedded in CMLTO's organizational culture as a core value, a means of achieving belonging, a source of innovation, a determinant of business success and sustainability.

CMLTO is proactive and responsible to equity, diversity, inclusion and justice challenges faced by the broader community/society and recognizes that the organization is a microcosm of the society or broader communities in which CMLTO operates.

CMLTO strives for excellence and includes equity, diversity, inclusion and justice thinking and initiatives as part of its success.

CMLTO's governance structure is supported by inclusive practices to mitigate circumstances of power and dominance.

Board Leadership

The CMLTO Board in its governance leadership role views achievement of equity, diversity, inclusion and justice as an important part of vision and oversight in the Board's role.

The Board is committed and has aspirations to become a leader in this area in health regulation and to inspire the organization and the profession to make significant achievement in equity, diversity, inclusion, and justice.

The Board is viewed as trustworthy by the public and the organization given its policy direction and equity, diversity, inclusion and justice behaviours.

The Board publicly supports equity, diversity, inclusion and justice related approaches and behaviours, even if they are perceived by some to be controversial.

The Board ensures equity, diversity, inclusion and justice is systemic, sustainable, and woven into the core being of CMLTO.

The Board's recruitment strategy results in transparent and equitable recruitment of all Board Members. The Board takes accountability for overseeing that the CMLTO leadership creates a psychologically and physically safe workplace.

The Board has an ongoing commitment to learning and development in this area in order to be more understanding and to provide effective leadership in this area.





Human Resources

The organization’s talent management, advancement, and retention processes result in equitable relationships and treatment of employees.

The organization’s reputation for genuine, quality equity, diversity, inclusion and justice efforts enhances its ability to attract diverse and under-represented employees.

The CMLTO maintains equitable job design, classification, and compensation practices.

Qualified diverse employees hold positions at all levels and functions demonstrating equity, diversity, inclusion and justice practices.

The CMLTO’s policies and procedures regarding compensation benefits, work-life integration, and flexibility meet the organization’s commitment to decent work, psychological safety, and respect for human rights.

The CMLTO values regular reputational risk evaluation on several equity, diversity, inclusion and justice matters such as racism, sexism, homophobia, harassment, and discrimination.

CMLTO equity, diversity, inclusion and justice training and learning programs result in behaviour change that advances the organization’s strategy and enhances inclusion and equity.



Regulatory Approach, Programs, & Services

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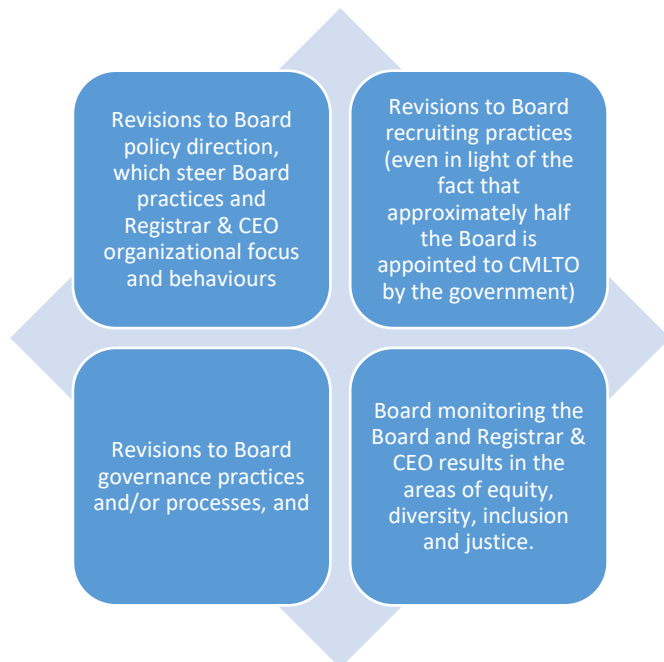
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Future Direction

The CMLTO Board of Directors recognizes that there is a steep learning curve in society and therefore in every organization, regarding equity, diversity, inclusion and justice, and therefore, the Board will work to evolve their equity, diversity, inclusion and justice principles over time. The set of principles that the Board has adopted are based on the best known information at this time.

An action plan based on the Board's principles will be established which will have goals in at least each of the following areas, congruent with the Board's governance philosophy and approach:



Through the Board's action plan, relevant Board policy will be reviewed and revised. This will then provide a clear mandate for the CMLTO Registrar & CEO to interpret the relevant policies, build operational action plans, and demonstrate measured progress in the relevant areas.

This plan will be released publicly as it is developed and approved to ensure that the public, registrants and all stakeholders understand the Board's direction transparently. This document will be updated concurrently with the equity, diversity, inclusion and justice plan through a series of appendices.

Feedback regarding the CMLTO Board of Director's equity, diversity, inclusion and justice principles, and plan are welcome from the public, registrants and stakeholders at any time. Please send your questions, comments and feedback to executiveoffice@cmlto.com.

