




Policy Title: BOARD EQUITY, DIVERSITY, INCLUSION AND JUSTICE PRINCIPLES AND VALUES		Policy Section: IV Governance Process	Policy Number: IV-01.05
Approved By: Board of Directors	Date Approved: Feb 16, 2024	Date Reviewed/ Revised:	Chair's Signature: 

Background

The CMLTO Board of Directors recognizes that it is responsible for developing the highest-level values and principles related to equity, diversity, inclusion, and justice (EDIJ) for CMLTO. The Board is committed to ensuring these principles and values are practiced at the Board level and throughout CMLTO.

Policy Purpose

This policy has been created in order to articulate the CMLTO Board of Director's principles and values related to incorporating equity, diversity, inclusion, and justice in the Board's philosophy, approach, and structure as well as within CMLTO as an organization.

Policy

In its governance and its direction to the Registrar & CEO/CMLTO organization, the Board is committed to an equitable, diverse, inclusive, and just environment where all members of the public, registrants, applicants the Board Members, staff, volunteers, and other community partners feel respected and valued regardless of gender, age, race, ethnicity, national origin, identity, disability, education, or any other bias. The Board and CMLTO are committed to being nondiscriminatory and providing equal opportunities for engagement, volunteering, and advancement in all areas of our work.

The Board respects the value that diverse life experiences bring to our Board and leadership, and we strive to listen to diverse views and give them value. The Board is committed to modeling equity, diversity, inclusion, and justice and maintaining fair and equal treatment for all.

The CMLTO Board's governance philosophy regarding providing informed leadership for equity, diversity, inclusion, and justice includes:

Our Vision for Impact



- Equity, diversity, inclusion, and justice concepts are an integral part of the overall CMLTO purpose, Ends (Critical Outcomes), vision, values, and practices.
- Equity, diversity, inclusion, and justice are embedded in CMLTO's organizational culture as core values, a means of achieving belonging, a source of innovation, and a determinant of organizational success and sustainability.
- Striving for excellence and including equity, diversity, inclusion, and justice thinking and initiatives as part of our success.
- Using governance structures supported by inclusive practices to mitigate circumstances of power and dominance.
- Being proactive and responsible to equity, diversity, inclusion, and justice challenges faced by the broader community/society and recognizing that the organization is a microcosm of society and the broader communities in which CMLTO operates.

Board Leadership

- Believing that the Board's leadership role in achievement of equity, diversity, inclusion, and justice is an important part of vision and oversight in the Board's role.
- Inspiring the organization and the profession to make significant achievement in EDIJ,
- Challenging commonly accepted fixed ideas about what constitutes strong leadership within our organization and investigating underlying assumptions that interfere with our equity, diversity, and inclusion beliefs.
- Having an ongoing commitment to learning and development in EDIJ in order to be more understanding and to provide effective leadership.
- Publicly supporting equity, diversity, inclusion and justice related approaches and behaviours, even if they are perceived by some to be controversial.
- Ensuring equity, diversity, inclusion, and justice is systemic, sustainable, and woven into the core being of CMLTO.
- Using a transparent and equitable recruitment strategy for all Board Members.
- Overseeing that the CMLTO leadership creates a psychologically and physically safe workplace.

People Resources

- Ensuring the organization's talent management, advancement, and retention processes result in equitable relationships and treatment of employees.
- Ensuring the organization's reputation for genuine, equity, diversity, inclusion, and justice efforts enhances its ability to attract diverse and under-represented employees.



- Maintaining equitable job design and compensation practices.
- Ensuring qualified diverse employees hold positions at all levels and functions demonstrating equity, diversity, inclusion, and justice practices.
- Ensuring 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.
- Conducting regular reputational risk evaluation on equity, diversity, inclusion, and justice matters such as racism, sexism, homophobia, harassment, and discrimination.
- Ensuring 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, and Services

- Successfully using diverse teams, groups, networks, beneficiaries, partners, and stakeholders to ensure regulatory programs and services are inclusive and equitable.
- Periodically assessing regulatory programs for structural bias and making adjustments to ensure that unconscious bias does not interfere with registration, quality assurance/continuing competence, and/or professional conduct objectives.
- Actively listening and learning about equity, diversity, inclusion, and justice matters and issues that individuals may face coming into the medical laboratory professions and while in practice in these professions.