



## Statement On Equity, Diversity, and Inclusion

### Canadian Association of Schools of Nursing National Office Policy

At the National Office of the Canadian Association of Schools of Nursing, we are committed to fostering equity, diversity, and inclusion (EDI) in all activities. We define EDI as creating a culture that values and embraces differences, fosters a sense of belonging, ensures fair and equitable opportunities for all, and challenges any systemic beliefs, traditions or policies that lead to discrimination. This commitment is rooted in our core mandate of fostering high-quality nursing education in the interest of healthier Canadians. We apply an EDI lens to hiring, promotion, workplace culture, programs, committees, and activities, and to our engagement with our members and partners. We affirm our commitment to complying with relevant laws and ethical standards related to equity, diversity, and inclusion.

Our leadership team is dedicated to championing and modelling EDI principles. We will provide mandatory training and education to our staff, to ensure a shared understanding and implementation of EDI practices and ensure that instructors and volunteers are fully aware of the EDI principles. We will collaborate with external partners, communities, and stakeholders to advance EDI objectives.

Recognizing that fostering EDI is an ongoing process, we are committed to continuous improvement and will communicate transparently about our EDI efforts. Feedback will be actively sought from our staff, volunteers, members, and the community. EDI guidelines provide direction for CASN operational activities, and these guidelines have been designed to reflect key EDI principles.

## Key EDI Principles

Our EDI guidelines for CASN workplace, activities and events are informed by the following key EDI principles.

1. **Equal Opportunity:**
  - Ensure that all individuals have equal opportunities to participate and succeed,
2. **Fairness and Justice:**
  - Strive for fairness and justice in policies, practices, and decision-making processes to address historical and systemic inequities.
3. **Inclusion:**
  - Foster an inclusive culture that values and respects the perspectives, experiences, and contributions of all individuals, creating a sense of belonging for everyone.
4. **Representation:**
  - Seek and promote diverse representation at all levels of an organization, including leadership positions, to reflect the broader community and perspectives.
5. **Respect for Differences:**
  - Embrace and celebrate differences in identities, backgrounds, cultures, ways of knowing and learning, abilities, and perspectives, recognizing the richness they bring to the organization.
6. **Accessibility:**
  - Ensure that physical spaces, information, and resources are accessible to everyone, accommodating diverse needs and abilities.
7. **Educational Awareness:**
  - Provide education and training on diversity, equity, and inclusion to increase awareness, understanding, and cultural competency among individuals within the organization.
8. **Continuous Learning:**
  - Foster a culture of continuous learning and improvement to adapt and evolve practices based on new insights and understanding.
9. **Accountability:**
  - Hold individuals and our organization accountable for creating and maintaining equitable and inclusive environments, with clear consequences for discriminatory behaviours and actions.
10. **Collaboration:**
  - Collaborate with a diverse range of communities and organizations to understand their needs, address challenges, and promote mutual understanding.
11. **Empowerment:**
  - Empower individuals from under-represented groups by providing opportunities for leadership, skill development, and advancement within the organization.

12. Equity:
  - Strive for equity by addressing systemic barriers and providing targeted support to those who are disadvantaged or marginalized.
13. Cultural Safety:
  - Strive to ensure a culturally safe environment for all individuals.
14. Intersectionality:
  - Recognize the intersections of various aspects of identity (e.g., race, gender, sexuality, disability) to understand and respond to the unique experiences of individuals.
15. Transparency:
  - Be transparent about organizational goals, progress, and challenges related to equity, diversity, and inclusion.
16. Data-Informed Decision-Making:
  - Use data to assess progress in achieving EDI goals, making informed decisions based on evidence.

# Equity, Diversity, Inclusion

## CASN National Office Guidelines

We recognize that implementing EDI principles in all CASN national office activities requires ongoing commitment, self-reflection, and a willingness to adapt organizational practices to create environments that are truly equitable, diverse, and inclusive. The following guidelines provide direction to our commitment to applying EDI principles to all aspects of our operations.

1. **Diversity**
  - Actively seek representation of equity-deserving groups among staff, committee members, accreditation reviewers, presenters at CASN events, and volunteers.
  - Provide benefits that accommodate diverse needs, such as flexible work schedules, hybrid work or family-friendly policies.
  - Provide opportunities to take annual leave days on non-Christian religious holidays.
2. **Inclusive Workplace:**
  - Implement and maintain policies to address and prevent racism, bias, harassment, and discrimination.
  - Develop and communicate a code of conduct that emphasizes respect and inclusivity.
  - Encourage the inclusion of pronouns in staff email signatures.
  - Provide gender-inclusive bathrooms where possible.
  - Conduct social activities among staff that promote a sense of belonging on a regular basis to foster an inclusive workplace culture.
  - Establish mechanisms for reporting and addressing incidents of discrimination, harassment, or bias.
3. **Equitable Compensation:**
  - Review and adjust salary structures to ensure pay equity on an annual basis.
  - Address wage gaps based on gender, race, or other demographic factors.
4. **Training and Development:**
  - Offer ongoing training programs on diversity, equity, and inclusion for full-time.
  - Require all CASN employees and board members to complete Accessibility for Ontarians with Disabilities Act (AODA) training.
  - Provide resources for professional development that support career growth for employees from under-represented groups.
5. **Accessible and Inclusive Programming:**
  - Ensure that CASN's programs and services are accessible to a diverse audience.
  - Consider the needs and preferences of different communities when designing and delivering programs.

6. **Employee Support and Resource Groups (ERGs):**
  - Accommodate diverse needs of employees, such as flexible work schedules, hybrid work, or family-friendly policies.
7. **Community Engagement and Partnerships:**
  - Actively engage with and listen to the needs of diverse communities served by the organization.
  - Establish partnerships with a diverse range of organizations to broaden the reach and impact of programs.
8. **Regular Diversity, Equity, and Inclusion Audits:**
  - Conduct regular assessments of the organization's diversity, equity, and inclusion efforts.
  - Use data and feedback to make informed decisions and improvements.
9. **Accessible Communication:**
  - Use inclusive language in all CASN communications in both English and French.
  - Provide information in multiple formats (text, audio, video etc) to accommodate different communication preferences.
10. **Continuous Improvement and Learning:**
  - Foster a culture of continuous learning and improvement in the areas of diversity, equity, and inclusion.
  - Reassess and update EDI practices annually when CASN's personnel policies are being reviewed, based on feedback, and evolving best practices.