

New Brunswick Medical Society Inclusion, Diversity, Equity, and Accessibility Policy

POLICY PURPOSE

The New Brunswick Medical Society (NBMS) seeks to embed principles of Inclusion, Diversity, Equity, and Accessibility (IDEA) in the pursuit of its mission in a respectful, balanced, and nondiscriminatory manner. The NBMS strives to ensure all members feel valued regardless of gender expression, age, race, ethnicity, national origin, language, sexual orientation, identity, disability, or any other bias.

This IDEA Policy is an aspirational, philosophical statement to guide mindset and behaviour of individual members of the Board of Directors (Board) and members of committees established by the NBMS. This framework is intended to maintain and build confidence in the integrity, objectivity, and transparency of the NBMS by setting explicit expectation for members.

DEFINITIONS

For the purposes of this document, the term **member** refers to both members of the Board and members of all Board and operational standing committees, subcommittees or working groups.

IDEA Definitions:

Inclusion: Inclusion is a culture that embraces, respects, accepts, and values diversity. It is a mindful and equitable effort to meet individual needs, so everyone feels valued, respected, and able to contribute to their fullest potential.

Diversity: Diversity relates to the individual. There are a variety of unique dimensions, qualities, and characteristics that individuals possess, and this mix occurs in any group of people. Race, ethnicity, age, gender, sexual orientation, religious beliefs, economic status, physical abilities, life experiences, and other perspectives can make up individual diversity.

Equity: Equity exists when everyone is treated according to their diverse needs in a way that enables all people to participate, perform, and engage to the same extent.

Accessibility/Accessible: A building, facility, structure, program, activity, resource, product, etc. that is readily usable, or the extent to which it is readily usable by a person with a disability.

STATEMENT OF COMMITMENT

The NBMS respects the value that diverse life experiences bring to its members, and the NBMS will listen to all views and give them value.

The NBMS is committed to modeling IDEA and to maintaining fair and equal treatment for all.

The Board's philosophy on the goals to provide informed leadership for IDEA includes the following. The NBMS:

- Will reflect IDEA in connection with its vision and mission for the benefit of those the NBMS serves.
- Commits to recognizing and addressing inequities in its policies, programs, and services.
- Commits to investigating underlying assumptions that interfere with this Policy.
- Commits to eliminating systemic inequities that impact the work at the Board and committee level and addressing inequities according to this Policy and in accordance with the NBMS's mission.

- Commits to being transparent about diversity in all its interactions.
- Will dedicate time and resources to expanding greater diversity within its Board, committees, and leadership positions.
- Commits to leading with respect and tolerance and encourages all members to express this sentiment in their work.

ACTIONS TOWARD PROGRESS

The NBMS seeks to further the following action items to promote IDEA in its work:

1. Identify IDEA within the Strategic Plan 2023-2025 as part of the “organization culture and growth” focus area’s commitment to social responsibility.
2. Ensure the Board’s composition considers the balance of skills, experience, knowledge, perspectives, and characteristics in alignment with the strategic needs of the NBMS and the environment in which it operates.
3. Openly identify suitable candidates for appointment to the Board, considering candidates on merit against objective criteria, and with due regard for the benefits of diversity on the team.
4. Search for highly skilled potential candidates who reflect the diversity of the NBMS membership having particular regard to underrepresented groups including but not limited to those represented by race, sex, Indigeneity, disability, gender identity, gender expression, and sexual orientation.
5. Define and broadly communicate opportunities for members to be nominated or self-nominate for service on the Board or committees.
6. Develop a transparent system to create awareness and address biases during the recruitment and selection of members.
7. Take action to improve IDEA within the Board, committee and leadership culture, recognizing the value of balancing skills, perspectives, and experiences to advance the NBMS’s mission.
8. Provide IDEA education and learning opportunities to members to foster responsibility, greater understanding, and leadership equitable practices.
9. Advocate for health and wellness policies in the public sector that promote IDEA and challenge systems and policies that describe inequity, disparity, and oppression.

FOSTERING A SAFE AND SUPPORTIVE CULTURE

Recognizing that members from equity-deserving groups may feel uncomfortable or unsafe sharing particular aspects of their experiences or perspectives, the Board will foster a brave space that tackles challenging topics with respect and care. Comments or behaviours which would lead equity-deserving members to feel unsafe will be identified and addressed with compassion.

Opportunities to advance personal and collective education on IDEA will be available to members upon request.

All discussions and any conflicts will be considered within the context of historical and ongoing systematic oppression.

REFERENCES

Equity Diversity and Inclusion
 Equity Diversity and Inclusion Policy
 EDI Practice and Policy

Doctors Nova Scotia
 Carleton University
 Institute of Corporate Directors, Canada

	BOARD POLICY
Subject:	Inclusion, Diversity, Equity, and Accessibility
Last Approved by the Board:	January 26, 2024

Member Signature

Date