

GOVERNANCE POLICY

POLICY NO: B.3.30

SECTION: Board Organizational

B.3.30 DIVERSITY AND INCLUSION

PURPOSE:

To articulate the Society's recognition and celebration of the diversity found amongst the people who interact with OSOT as members, staff, volunteers and stakeholders, the Society's commitment to create inclusive environments amongst our membership, working groups and staff team, and OSOT's goal to be a leader by example by promoting the positive leveraging of diversity and inclusive thinking in the work and approach to work of the Society.

POLICY:

The Ontario Society of Occupational Therapists respects, values and celebrates the unique attributes, characteristics and perspectives that make each person who they are. We believe that our strength lies in our diversity among the broad range of people we represent and that our work is enriched and made better by engaging diversity of voices, viewpoints and skillsets. We consider diversity and inclusion a driver of organizational excellence and seek out diversity of participation, thought and action. It is our aim that our members, partners, key stakeholders reflect and embrace these core values. To this end, OSOT's Board of Directors and staff are committed to ensure the Society engages in its strategic and operational work in ways that fully respect these principles and commitments.

Diversity: The quality of being different or unique at the individual or group level. This includes age; ethnicity; gender; gender identity; language differences; nationality; parental status; physical, mental and developmental abilities; race; religion; sexual orientation; skin color; socio-economic status; education; work and behavioral styles; the perspectives of each individual shaped by their nation, experiences and culture—and more. Even when people appear the same on the outside, they are different.

Inclusion: The act of including; a strategy to leverage diversity. Diversity always exists in social systems. Inclusion, on the other hand, must be created. In order to leverage diversity, an environment must be created where people feel supported, listened to and able to do their personal best.

PROCEDURE:

1. The Executive Director will ensure that OSOT's commitment to employment diversity and the creation of an inclusive work environment is respected in all aspects of human resource planning, recruitment, compensation, employee development and retention and policy.
2. The Executive Director shall ensure that in all that OSOT undertakes, attention to the provisions and legal requirements of the Ontario Human Rights Act, Ontario Equity Act, and the Accessibility for Ontarians with Disabilities Act will be paramount.
3. OSOT membership directed activities will be developed with attention to the diversity of the membership and will always aim to ensure every member feels valued and included in the community that is OSOT.

4. OSOT Teams and working groups will be oriented annually to the policy and principles of diversity and inclusion as they relate to their own membership and to their approach to the development of the work that they undertake.
5. The Executive Director will ensure that the policy is accessible and transparent in its commitments to members on the OSOT website. There will be an identified process for members and volunteers to identify when/if they feel that OSOT's commitment to reflect the diversity of the membership and to be inclusive in the work of the Society is not upheld. The Executive Director will ensure that any such communication is forwarded to the Board of Directors.
6. An organizational audit will be undertaken every 3 years by the Process Monitoring Committee to assess the Society's adherence to its policy and commitment. The *Living a Commitment to Principles of Diversity and Inclusion Association Audit Tool* will be used for this purpose. Results of audits and subsequent recommendations will be reported to the Board of Directors.

POLICY APPROVAL: June, 2017

POLICY REVIEW:

RELATED REFERENCES: OSOT Office Human Resource Policies
OSOT Association Audit Tool – *Living a Commitment to Diversity and Inclusion*

FORMS THAT APPLY: