

Task Force on Justice, Equity, Diversity, and Engagement

The Ontario Society of Occupational Therapists (OSOT) is committed to being a champion of justice, equity, diversity, and engagement within the organization and the profession it serves. OSOT commits to identify and address racism, systemic oppression or social injustices that may exist in the Society or the profession in Ontario.

Purpose:

- To provide leadership in an environment that supports and creates best practices, policies, and culture for justice, equity, diversity and engagement within OSOT as an organization. To identify and eliminate barriers relating to racism, systemic oppression or inequities that impact recruitment, retention, and full participation of underrepresented groups in our association.
- To identify challenges and/or systemic barriers to the full participation of underrepresented groups in the practice, development and leadership of the profession of occupational therapy. To identify and make recommendations for the Society to support members' ongoing professional development that promotes practice based on principles of equity, justice and inclusivity, and respect for diversity.
- To identify opportunities for occupational therapy leadership in addressing challenges or systemic barriers to access occupational therapy services in Ontario's health care system.

Timeline:

The Task Force will be engaged for approximately 1-year to address a phased approach to delivery of outcomes and recommendations.

- **Phase 1:** Short-term expected outcomes (first 4-5 months): Identify issues, challenges and opportunities, and actions to establish and support immediate requirements.
- **Phase 2:** Medium-term approach (8-10 months): Build a long-term strategy of 3 to 5 years to support overall diversity and engagement culture change in the Society and profession of occupational therapy in Ontario.

Membership:

The Justice, Equity, Diversity, and Engagement Task Force will be comprised of diverse representatives who will work towards delivery of the outcomes and form the recommendations.

Membership Selection:

Candidates are invited to complete and submit an expression of interest (what you bring to the group) for membership on the task force. Task Force members will be approved by the Board of Directors. Applications to osot@osot.on.ca are invited by June 15, 2022.

** DRAFT Terms of Reference will be finalized in collaboration with the Task Force.