

Living a Commitment to Principles of Diversity and Inclusion

Association Audit Tool

A commitment to inclusion, diversity and equity starts at the top and is reflected in the faces of leadership, in the allocation of resources, and in positions taken and roles designated to further attention to diversity as well as equity. Organizations that truly embody diversity display a boardroom-to-break-room level of buy-in.

Diversity factors of relevance to OSOT

- Age
- Gender Identify
- Gender Expression
- Language
- Religion
- Ethnicity
- Geographic location
- race
- Ability/Disability
- Social class
- Sexual orientation
- Practice focus (OT)
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OSOT Governance Activities

	Resp	Current Strategies	Successful? Yes or Needs Improvement	Barriers Identified/Next Steps
How does OSOT make effort to include representation of the diversity within the profession in Ontario on the board of directors?				
How does OSOT's strategic plan provide direction for attention to any necessary promotion of diversity within the profession, the membership and OSOT's ability to serve the diversity within our membership?				
Do OSOT's policies and procedures assure attention to diversity & inclusion issues? Where/how?				
How is attention to principles of inclusion and diversity engaged in development and approval of the annual Operational Plan?				
Does OSOT have a way to deal with complaints relating to attitudes or treatment of individuals or sectors of diversity within the OSOT staff or membership? Is this used/working?				
How does OSOT cultivate a culture of respect and appreciation for diversity and inclusion?				
Does OSOT have a regular process for audit and reflection on living commitment to diversity and inclusion?				

Reflection on OSOT Practice.....

What are the strengths – activities or practices – of OSOT that support diversity and inclusion?

What are the challenges to achieving or addressing diversity and inclusion within OSOT?

What perspectives are we missing?

Are we stereotyping?
 Have we excluded anyone?

Comments, overall recommendations.....

OSOT Operational Activities

	Resp	Current Practice	Successful? Yes or Needs Improvement	Barriers Identified/Next Steps
Human Resources				
How do OSOT recruitment and hiring practices reflect attention to issues of diversity and inclusion?				
Do policies and procedures exist to address harassment, intimidation, discrimination? Are these clear and promoted?				
How do staff receive training/orientation relating to rights and responsibilities related to; discrimination, harassment, professionalism?				
Communications				
In what ways does OSOT reflect attention to diversity in its communications and promotional activities across all media? Are there policies that direct this?				
Do communications promoting OT reflect the diversity of OT practice?				
Are communications targeted to the public prepared to address the diversity of reading levels & language proficiency? What guides this practice?				

Membership Service				
How does OSOT track and come to know the diversity of its membership?				
How does OSOT identify the unique needs of members as their diversity may require – e.g. age, experience, practice focus, geographic location, cultural background, language, disability, gender, sexual identity, etc.?				
Does OSOT engage strategies to address these identified needs?				
Professional Development/Practice Support				
How does OSOT support members to practice with respect and understanding of principles of diversity and inclusion?				
Are principles of diversity and inclusion embedded in professional development programs? How?				
How does OSOT support research that promotes understanding of diversity and inclusion in occupational therapy?				
OSOT positions and submissions				
Do positions reflect adequate attention to the impacts of health system policy or practice on a public diversity that is inherent in Ontario? How is this guided?				
Does OSOT monitor the diversity of the public OT serves in Ontario and take action to ensure that the profession is well positioned to address such diversity? How? E.g. diversity of new graduate pool, curriculum of OT programs address diversity, etc.				

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