

Task Force on Equity, Diversity, Justice and Engagement: living a commitment to identify and address racism, systemic oppression and social injustice affecting members and occupational therapy in Ontario

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

Purpose:

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

Timeline:

The Task Force will be engaged for a 10-month period from March – December 2021 to address a phased approach to delivery of outcomes and recommendations.

- **Phase 1:** Short-term expected outcomes (first 5 months) Identifying issues, challenges and opportunities, as well as recommending actions to establish and support immediate requirements.
- **Phase 2:** Medium-term approach (10 months) Building a longer-term strategy of 3 to 5 years to support overall diversity and inclusion culture change in the Society and

profession of occupational therapy in Ontario.

Membership:

The Diversity, Engagement, Equity, Justice Task Force will itself 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 with a resume to apply for membership on the task force. Task Force members will be approved by the Board of Directors. **Applications are invited by January 29, 2021.**

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