  The College of Naturopaths of Ontario	Policy Type	COUNCIL POLICIES		
	GOVERNANCE PROCESS			
	Title	Policy No.	GP33.01	
	Equity, Diversity, Inclusion and Belonging (EDIB)	Page No.	1	

*The Council is committed to actioning essential change to eliminate racism, bias (unconscious and conscious) and discrimination (individual and systemic). In line with this commitment, the Council recognizes that strong leadership and effective governance structures are required to embed EDIB across all levels of the organization. As such, the Council has a responsibility to ensure that the policies, procedures, and programs delivered by the College reflect its commitment to EDIB.*

Definitions	Diversity	Means understanding that each individual is unique and recognizing our individual differences. These can be along the dimensions of race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, political beliefs, culture or other ideologies. This can also include differences that are entirely personal, such as personality, style and ability. <sup>1</sup>
	Belonging	Means feeling secure, supported, accepted, and included. <sup>2</sup>
	Equity	Means fairness and justice in process and in results. Equitable outcomes often require differential treatment and resource redistribution to achieve a level playing field among all individuals and communities. This requires recognizing and addressing barriers to opportunities for all to thrive in our society. <sup>3</sup>
	Equity, Diversity and Inclusion Committee	Means the non-statutory committee of the Council of the College of Naturopaths established pursuant to section 12.02 and section 10 of the bylaws and the <i>Committee Principles</i> policy (GP06).
	Inclusion	Means using proactive measures to create an environment where people feel welcomed, respected and valued, and to foster a sense of belonging and engagement. This practice involves changing the environment by removing barriers so that each person has equal access to opportunities and resources and can achieve their full potential. <sup>4</sup>


<sup>1</sup> Ontario's anti-racism strategic plan. <https://www.ontario.ca/page/ontarios-anti-racism-strategic-plan#section-8>

<sup>2</sup> Glossary of Terms, A reference Tool, January 2022. Canadian Centre for Diversity and Inclusion | Centre canadien pour la diversité et l'inclusion Western Canada | Bureau de l'Ouest <https://ccdi.ca/media/3150/ccdi-glossary-of-terms-eng.pdf>

<sup>3</sup> Building a Framework & Plan to Address Equity, Inclusion, Diversity & Anti-Racism in Ontario. <https://www.ontariohealth.ca/sites/ontariohealth/files/2021-01/CorpusSanchezInternationalReport.pdf>

<sup>4</sup> Guide on Equity, Diversity and Equality Terminology. Government of Canada. <https://www.noslangues-ourlanguages.gc.ca/en/publications/equite-diversite-inclusion-equity-diversity-inclusion-eng>

DATE APPROVED	DATE LAST REVISED
November 30, 2022	March 29, 2023

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		Page No.
		2

- Accordingly,
1. The principles of equity, diversity, inclusion and belonging (EDIB) will form an integral part of all our decisions and activities.
  2. The Council will assume its fiduciary and moral responsibility to ensure the principles of EDIB are practised throughout all College activities.
  3. The Equity, Diversity and Inclusion Committee will make recommendations to the Council with respect to College policies, processes, and programs to ensure they reflect the organization's commitment to EDIB.
  4. The Council will commit the necessary attention and resources to achieve its commitment to EDIB and to ensure that the Chief Executive Officer allocates sufficient funds to support it. This includes but is not necessarily limited to:
    - a) Reviewing the membership of, and appointing members to the Equity Diversity and Inclusion Committee annually or as required, to support the Committee's ability to meet its terms of reference (CC08);
    - b) Responding to surveys, questions, or other consultation processes to help identify, assess, and support EDIB activities;
    - c) Approving EDIB activities and/or processes where they fall within Council's mandate because of cost or significance (just as Council is now involved in those matters);
    - d) Receiving regular reports for the purpose of providing assurance that the EDIB program is operating effectively; and
    - e) Using EDIB principles when making Council-level policy decisions.

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