

## Doctors of BC Equity, Diversity and Inclusion Vision Statement

### Commitment to Equity, Diversity and Inclusion:

We acknowledge that certain people in our society face unjust treatment and barriers to opportunities due to individual and societal discrimination. As Doctors of BC is a reflection of the society in which we live, certain groups of our members are underrepresented or feel less welcome in the association than others. Being a member-based association, the voice of Doctors of BC must represent the diversity of our membership, particularly those that are underrepresented.

Therefore, we commit to ensuring that all our members have access to the same opportunities to participate and feel included in Doctors of BC. We recognize the dignity and worth of every person and will strive to ensure that all our members feel welcome, respected, and that their voice is valued regardless of gender identity, age, sexual orientation, race, ethnicity, Indigenous identity, disability, location of medical education, and/or other dimensions of diversity. Meeting this commitment will enable Doctors of BC to represent our members more effectively and provide services relevant to their needs. In doing so, we will better support our members so that they can support their patients.

### Guiding Principles:

We recognize that meeting this commitment is a continuous journey that requires ongoing action and accountability. We want to ensure our actions now and in the future are based on key guiding principles that provide direction and consistency in approaching challenges or opportunities that arise along this journey.

- **Equity & Fairness** means making reasonable efforts to provide members with the support needed to access the same opportunities to participate in the association without barriers based on who they are.
- **Diversity & Representation** means that the association strives to reflect the diverse population of physicians we serve, which includes opportunities for continuous and meaningful contribution from underrepresented groups.
- **Inclusion & Belonging** means that we not only accept the diversity of our membership, but that we embrace it, and members – particularly those that currently feel left out – feel supported in their participation and empowered to contribute to the association.
- **Courage & Humility** means committing to an ongoing journey to remove barriers and creating an inclusive environment for our members. This involves humbly acknowledging that we do not have all the answers, and that sometimes we will make mistakes that we need to learn from and address.
- **Learning & Listening** means that we make sincere efforts to educate ourselves, both as a group and individuals, on the challenges to incorporating diversity and inclusion in our organization, including actively listening to and understanding those that face barriers to participation.

*For more information on actions, we are taking to support our commitment to diversity and inclusion, please visit the [Equity, Diversity and Inclusion page](#) on our website.*