



NURSES SPECIALIZED IN  
WOUND, OSTOMY AND CONTINENCE  
CANADA  
INFIRMIÈRES SPÉCIALISÉES EN  
PLAIES, STOMIES ET CONTINENCE  
CANADA

## **Equity, Diversity, Inclusivity and Accessibility Policy**

**Last revised: January 7, 2024**

### **Purpose**

The purpose of this policy is to foster a diverse, equitable, inclusive, and accessible environment within Nurses Specialized in Wound, Ostomy and Canada (NSWOCC®), a registered charity of over 1000 Members, which includes the Wound, Ostomy and Continence Institute, promoting respect, understanding, and equitable representation opportunities for all members at all position level. It aims to ensure that diversity is valued, equity is upheld, and inclusion is actively pursued and visible throughout the organization's daily operations.

### **Rationale**

Including Diversity, Equity, Inclusion and Accessibility in NSWOCC as a registered charity, membership-based Association, and who wholly owns and operates the Wound, ostomy and Continence Institute is imperative because it fosters an environment of fairness, representation, and equitable opportunities for all Members, enhancing the organization's overall integrity and credibility within diverse communities. Embracing EDI principles also enables the organization to tap into a wider range of perspectives, experiences, and talents, leading to innovative solutions & enhanced decision-making, sustainable growth, fostering partnership with different racialized and marginalized organizations and a stronger sense of community among its members.

### **Policy Statement**

Nurses Specialized in Wound, Ostomy and Continence Canada (NSWOCC) envisions "Every Person Deserves Specialized Wound, Ostomy and Continence Care." NSWOCC

works toward this vision through its mission, which is to lead excellence to enhance lives through innovation.

As leaders in advancing health policy to promote wound, ostomy and continence health for all populations, NSWOC is committed to integrating into its core values, the values of equity, diversity, and inclusivity in all aspects of our organization's performance.

These values form the foundation as we strive for an anti-racist agenda and continually work towards eliminating all forms of discrimination, bias, and stereotyping. To accomplish this effectively, NSWOC must foster diversity and accessibility among the Board, Core program Leaders, Members, Students, Staff, and Partners and promote inclusivity and accessibility in all efforts.

To NSWOC, **equity** is assuring the right conditions for all people to thrive and achieve their full potential. NSWOC defines **diversity** as affirming all the ways in which people differ. **Inclusivity**, as defined by NSWOC, refers to the welcoming and active engagement of all voices within every aspect of the organization- both the NSWOC association and the Wound, Ostomy and Continence Institute, with an intentional emphasis on acknowledging those who experience or have experienced marginalization or disenfranchisement. **Accessibility** is defined by NSWOC as providing access to both the digital resources and physical locations required to fully participate within the organization providing reasonable accommodations.

NSWOC is committed to working as allies and in solidarity with Black, Indigenous, and People of Colour (BIPOC) and the 2SLGBTQIA+ Community and People living with disabilities to truly achieve equity, diversity and inclusivity within our Faculty community.

To achieve equity, diversity, inclusivity, and accessibility NSWOC will provide:

1. **A Safe Environment:** NSWOC strives to create an open, inclusive, and equitable environment in which every person has the opportunity to flourish.
  1. NSWOC will support zero-tolerance for discrimination and harassment.
2. **Respectful Communication:**
  1. Enforce respectful communication and cooperation between all constituents.
  2. Support accessible digital communications.
3. **Equitable Access:**

1. Provide access and information to its Board, Core Program Leaders Members, Students, Partners including Industry, Staff, Faculty, and potential applicants in order that they may support the organization's work.
  2. Support architectural access to all for on-site events.
- 4. Equitable Opportunity:**
1. Provide equitable opportunity for inclusivity.
  2. Have Leaders, Members, Students, Volunteers and Staff who reflect the increasingly diverse population that we serve bringing a broad scope of contributions.
  3. Offer opportunities that engage all Members and Students in the work of NSWOCC.
5. **Supporting Policies:** Develop and align policies and practices tailored to marginalized and racialized groups.
  6. **Cultural Safety Practices:** Explore, develop, and implement cultural safety practices.
  7. **Cultural humility and Safety:** this is achieved by a genuine attempt to understand the individual as it relates to race, ethnicity, socioeconomic status, education and or religion.
    - conducting self-reflection to become aware of one own bias whether conscious or unconscious in an attempt to take a non-judgmental stance.
    - understanding that a person's culture is a lived journey therefore providing active listening an interest from a learning perspective.
    - recognized one inherit the status of privileges and having the humility to be taught by its member that are non-privileged.

### **Commitment from the NSWOCC Board of Directors**

The NSWOCC Board of Directors wholeheartedly commits to the development of the Equity, Diversity, Inclusion (EDI) and Accessibility Policy, driven by the purpose and rationale.

The Board of Directors recognize the importance of creating a tangible and actionable roadmap that upholds our values of diversity, equity, inclusion, and accessibility ensuring that every Member, Student, Partner and Staff of our organization experiences respect, equitable opportunities, and a sense of belonging at all levels of the organization, including within the Board itself.

The Board will embrace and value highly qualified expertise from diverse perspectives, fostering innovation, informed decision-making, meaningful dialogue, and a supportive environment that amplifies voices and encourages discussion.

By embracing EDI principles, the Board will strive to foster an inclusive environment that values diverse expert perspectives, promotes innovative solutions, and strengthens our organization's integrity and credibility within diverse communities.

NSWOCC is charged with advancing and operationalizing equity, diversity, and inclusivity in its functions and outcomes. In furthering equity, diversity, and inclusivity. Together we will intentionally work towards dismantling structural and institutional racism, stereotypes and bias and promote social justice and the vision of the “Every Person Deserves Specialized Wound, Ostomy and Continence Care”.

*Published Date: January 7, 2024.*

#### References:

1. <https://www.aacnnursing.org/diversity-tool-kit>
2. <https://ccdi.ca/toolkits/>
3. <https://ccdi.ca/media/4005/20230509-glossary-of-idea-terms-en.pdf>
4. <https://rnao.ca/in-focus/black-nurses-and-rnao>
5. <https://rnao.ca/leading-change-toolkit>
6. <https://windspeaker.com/teachings/the-medicine-wheel>