

DIVERSITY & INCLUSION

We all have our mark to make.

INPUT ON VISION STATEMENT

WHAT WE HEARD

What was the goal of this member engagement?

We know that ensuring Doctors of BC becomes a more diverse and inclusive organization matters to you. As part of our work in this area, we sought your input on the development of a high-level Vision Statement developed by the Diversity and Inclusion Advisory Working Group (DIAWG). The statement aims to articulate Doctors of BC's commitment to improving diversity and inclusion in the Association and within our governance bodies (our committees, Representative Assembly, and Board of Directors).

Development of a Vision Statement is one of the 57 recommendations identified in the [Doctors of BC Barrier Assessment report](#). We have successfully implemented a number of these recommendations and finalization of the statement will be a further step in our strategy to strengthen diversity and inclusion in our governance bodies.

How did we seek member input?

Diversity and Inclusion Advisory Working Group (DIAWG)

Development of the draft statement by DIAWG members, based on an environmental scan, a literature review, and thorough discussion. (Note: DIAWG was established to advise the Board on the feasibility and best-approaches to implementing recommendations from the Barrier Assessment.)

All-member engagement

Online engagement of members to seek your input on the commitment and guiding principles that comprise the draft statement. We communicated this engagement opportunity to members via our newsletters, social media, and the website.

Who participated?

Type of Practice

Family physician: 47%
Specialist: 48%
Other: 5%

Practice setting

Community-based: 33%
Facility-based: 28%
Both: 39%

Gender

Female: 50%
Male: 39%
Another Gender/
not specified: 11%



What did we ask?

We asked for your input on the commitment and guiding principles that comprise the statement.

WHAT DID WE LEARN?

The feedback you provided was thoughtful and constructive. Key themes in comments regarding the statement were to:

- Strengthen the wording or make it clearer.
- More explicitly acknowledge the dignity and worth of all members and ensure they feel respected and safe in the Association.
- Speak to how Doctors of BC exists in a society where some groups are historically marginalized and face unequal treatment due to societal and individual discrimination, and how this might come into play in the Association.
- Include commitments to address racism and oppression.

Overall, those of you who participated are passionate about diversity and inclusion and view Doctors of BC undertaking this work positively. But you also want to ensure that our commitments are backed up by concrete and ongoing action.

Some comments indicated the need for continued efforts to ensure you are continuously made aware of Doctors of BC's ongoing action on diversity and inclusion and our plans to live up to the commitments and principles articulated in the statement.



WHAT'S NEXT

This input will be discussed by the Diversity and Inclusion Advisory Working Group and used to further inform development of the Vision Statement.

See more information on our diversity and inclusion work at: doctorsofbc.ca/advocacy-and-policy/advocacy/hot-topics/diversity-and-inclusion