



COLLEGE OF APPLIED BIOLOGISTS

POLICY

Policy Name:	Diversity, Equity and Inclusion (DEI) Policy				
Approval Authority:	Board of Directors	Adopted:	June 23, 2023	Reviewed:	
Responsible Staff:	Chief Executive Officer	Revised:			
Responsible Committee:	Executive Governance Committee	Contact:			

1. Purpose

To clearly state the College of Applied Biologists commitment to advancing a culture that highly values:

- the principles of diversity, equity and inclusion,
- fairness, respect, integrity, honesty and ethical behavior, and
- a recognition of the importance of fostering a sense of belonging.

To comply with the Office of the Superintendents Standard of Good Regulation #3 that “Regulatory body applies a diversity and equity lens to processes and policies that impact its registrants and the people they serve”.

2. Scope

This policy applies to all representatives of the College of Applied Biologists (Board members, volunteers, staff and contractors) when conducting business on behalf of the College of Applied Biologists. This policy also applies to registrants as per their professional conduct as registered applied biologists.

3. The Policy

The College of Applied Biologists is committed to promoting, cultivating and preserving a culture of diversity, equity and inclusion.

- i. We embrace and encourage differences and do not tolerate discrimination based on but not limited to:
 - age,
 - colour,
 - physical or mental ability,
 - ethnicity,
 - gender identity or expression,
 - language,
 - national origin,
 - marital or family status,
 - political affiliation,
 - race,
 - religion,
 - neurodiversity



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- sexual orientation, or
 - socio-economic status.
- ii. We make reasonable efforts to accommodate individuals with special needs to allow equitable access to opportunities.
 - iii. We are committed to addressing systemic issues around discrimination and harassment.
 - iv. We foster an environment of inclusion and belonging.
 - v. We apply EDI initiatives to the qualification of registrants and volunteers to committees, working groups, task forces and the Board

In addition to DEI initiatives, we fully support the United Nations Declaration of the Rights of Indigenous Peoples and value and honour Indigenous knowledge and perspectives in all that we do.

Diversity initiatives are applicable – but not limited to:

- practices and policies on recruitment and selection
- professional development and training
- opportunities for assuming leadership roles for the College
- policy, standards and practice guidance development

All representatives of the College of Applied Biologists have a responsibility to treat others with dignity and respect at all times and are expected to exhibit conduct that reflects inclusion.

The College will require all staff, volunteers and registrants to undertake on-going continuing education courses and learnings on diversity, equity and inclusion and will provide access and opportunities that fulfill that requirement.

4. Definitions

- **Diversity** consists of the conditions, expressions, and experiences of different individuals. It encompasses the unique qualities and characteristics that we all possess.
- **Equity** means that people of all identities are treated fairly. Their individual rights, responsibilities and opportunities are not dependent upon identity.
- **Inclusion** is the cultivation of an environment in which all people are respected, where their differences are embraced, and where they all have access to the same opportunities.

5. Resources

- [Guide to Inclusive Practices](#)
- [WorkSafe BC Bullying and Harassment](#)
- [British Columbia Human Rights Tribunal Human Rights Tribunal](#)
- [Canadian Human Rights Commission](#)
- [UBC's Equity and Inclusion Glossary of Terms](#)
- [British Columbia Victim Help and Support](#)
- [British Columbia Human Rights Tribunal](#)